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**REPORT TO THE HOUSE COMMITTEE ON  
EDUCATION AND THE SENATE COMMITTEE  
ON EDUCATION OF THE LOUISIANA  
LEGISLATURE**

**FROM THE STATE BOARD OF ELEMENTARY AND  
SECONDARY EDUCATION**

**PURSUANT TO SENATE RESOLUTION  
NO. 24 OF THE 1998 REGULAR SESSION  
OF THE LEGISLATURE**

**FEBRUARY 1999**

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## Background

The sabbatical and extended sick-leave laws were enacted in 1940 as enhancements into the low-paying field of education. Extended sick leave provided for instances where teachers found it necessary to be out longer than their ten paid sick days. The extended leave was granted at reduced pay. Sabbatical leave also provided time out with reduced pay for rest and recuperation and professional and cultural development. Teachers were allowed off either a half-year or a full year. Years of experience determined eligibility for sabbatical leave. The sick-leave policy was amplified in a 1969 lawsuit where it was determined that the Orleans Parish School Board could not withhold from a teacher's pay more than what it paid a replacement. The individual bringing forth the lawsuit was Shirley Gayle and since then, such pay has commonly been referred to as Gayle pay. Twenty-five years later, the Louisiana Supreme Court ruled in a Terrebonne Parish case that school boards couldn't deny extended sick leave to teachers. (*Source: The Times-Picayune, January 24, 1999, "Teacher Perks Come Under Scrutiny"*)

Questions regarding extended sick leave have prompted a review and potential modification of the statute. Pursuant to SR24 of the 1998 Regular Session of the Legislature, the State Department of Education was mandated to conduct a district level survey regarding Gayle and Sabbatical pay. The resolution required the collection and presentation of data regarding the following:

- total amount of salaries and benefits paid to teachers and other personnel on Gayle Pay.
- total amount of salaries and benefits paid to teachers for sabbatical leave.
- total amount of salaries and benefits paid to substitute teachers and temporary employees replacing employees on Gayle pay or sabbatical leave.
- total number of days Gayle pay was taken within individual local school systems.
- total number of days sabbatical leave was taken within individual local school systems.

Through joint efforts of a workgroup specified by the resolution, along with input from selected district business managers and Senator Greene, a survey was drafted for the purpose of collecting this data. The survey was then sent to the local school districts for completion.

## Executive Summary

### Policy Issues

The state level policies on extended sick leave and sabbatical leave were designed to be cost neutral. It was anticipated that this would be achieved through the language in the law that provides "any person granted sabbatical leave shall have the option of electing to be paid the difference between the salary he would have received . . . and the compensation which a day-by-day substitute would receive if assigned to that position on a day-by-day basis."

The following example illustrates how this would work. A teacher works 182 days for an average salary of \$31,131 (\$171 per day) plus related benefits of \$8,453 (\$46 per day) for a total of \$39,584 or \$217 per day. The teacher is granted a sabbatical leave or is out on extended sick leave. The district pays a day-by-day substitute \$50 per day. For each day that the teacher is out on sabbatical leave or extended sick leave, the teacher would receive \$171 less \$50 per day and the substitute would receive the \$50 per day. This would be cost neutral. The only **additional** financial cost would be possible payroll taxes associated with the substitute pay.

However, this is not reflective of how the system works. Local policy choices influence the type of replacements hired for teachers on sabbatical. School districts, for the most part, have chosen to bear additional financial costs instead of requiring students to pay in lost opportunity costs. Therefore, the common practice of school systems is to hire a fully certified teacher to replace the teacher on sabbatical leave. The funding for the teacher on sabbatical is used to pay for the replacement teacher. **Therefore, additional cost is incurred for the full amount paid to any teacher on sabbatical leave** *(which is the teacher's normal earnings less the rate of a day-by-day substitute in the teacher's district).*

The extended sick leave state policy works somewhat differently and possibly more as was intended. A teacher's use of extended sick leave is less planned and may not be consecutive. Also, districts may handle specific situations differently. For example, the district may hire a substitute, they may reassign students from the absent teacher's classroom to other teachers, and the assistant principal or principal may take over the classroom or other possible short-term or emergency remedies. Therefore, identifying a consistent additional cost to associate with this policy is extremely difficult. The data collected by the survey of local school districts indicate that it is less likely there is additional financial costs of providing extended sick leave (Gayle Pay) other than FICA and Medicare contributions on substitute earnings. The true added cost is the intangible value of lost learning opportunities for students when a substitute is in the classroom.

This situation brings up two key policy questions:

- 1) Can we more effectively allocate our educational resources by changing extended sick leave and sabbatical leave policies at the state level?
- 2) How can we reduce the time the teacher is absent from the classroom thereby reducing the negative impact on students and/or local district resources?

## Findings:

- During the 1997-98 school year, the percent of teachers taking leave were as follows: extended sick leave (11%) and sabbatical (3%). Of those taking sabbaticals, 80% were on rest and recuperation leave and 20 % on cultural and professional leave. (*Table 4 and 6*)
- Estimated impact of extended sick leave on students: 5,281 teachers taking leave x 22 students per class = 116,182 students impacted an average of 21 days per year statewide (10 days normal sick leave plus 11 days extended sick leave). (*Table 1 and 1A*)
- Overwhelmingly, those teachers out on sabbatical leave are out for Rest and Recuperation rather than Cultural and Professional Development (80% vs. 20%). In 1997-98, the **additional financial cost** of providing sabbatical leave was approximately \$29.8 million, \$23.6 million for rest and recuperation and \$6.2 million for professional and cultural development. (*Table 11*)
- Estimated costs for **substitutes or replacements** for those **teachers** out on leave are as follows: Extended Sick Leave (\$3.8 million) Rest and Recuperation Sabbatical (\$19.7 million), and Professional and Cultural Development Sabbatical (\$5.3 million). These estimated costs for sabbatical may be understated because the common practice of school systems is to hire a fully certified teacher to replace the teacher on sabbatical leave. The funding for the teacher on sabbatical is used to pay for the replacement teacher. (*Table 8 and 8A*)
- Estimated costs for **substitutes or replacements** for **other school personnel** out on leave are as follows: Extended Sick Leave (\$564,611) Rest and Recuperation Sabbatical (\$3.8 million), and Professional and Cultural Development Sabbatical (\$689,410). As with teachers, these estimates may be understated if districts replace other school personnel with individuals of similar qualifications. (*Table 9 and 9A*)
- Earnings attributed to the **teachers** while on leave are as follows: Extended Sick Leave (\$9.9 million) Rest and Recuperation Sabbatical (\$23.6 million), and Professional and Cultural Development Sabbatical (\$6.2 million). If districts hire a fully certified teacher to replace those teachers out on sabbatical, **all earnings attributed to teachers on sabbatical would represent additional costs to the local school district.** (*Table 10 and 11*)



- Earnings attributed to **other school personnel** while out on leave is as follows: Extended Sick Leave (\$1.7 million), Rest and Recuperation Sabbatical (\$3.9 million), and Professional and Cultural Development Sabbatical (\$801,134). If districts hire a fully qualified replacement for those other school personnel out on sabbatical, **all earnings attributed to other school personnel on sabbatical would represent additional costs to the local school district.** (*Table 13 and 14*)
- Total dollars expended (employee portion and substitute portion) for **teachers** for extended sick leave was \$13.7 million and for sabbatical \$54.8 million. (*Extended Sick Leave: Table 8 and 10; Sabbatical Leave: Table 8A, 11 and 12*)
- Total dollars expended (employee portion and substitute portion) for **other school personnel** for extended sick was \$2.3 million and for sabbatical was \$9.2 million. (*Extended Sick Leave: Table 9 and 13; Sabbatical Leave: Table 9A and 14*)
- The policies for extended sick leave and rest and recuperation sabbatical opens the door for abuse of the system by some employees. This is reflected in comments from local school districts. (*See Appendix B for complete comments.*)

## **Recommendations:**

- Institute more stringent guidelines as they apply to sabbatical leave for cultural and professional improvement to ensure that the academic work completed while on leave facilitates ongoing efforts of school accountability programs to improve student performance;
- Explore other options for support and encouragement of professional improvement activities such as teacher grants for summer professional development work, or professional activities associated with a college or university;
- Restructure the sabbatical for rest and recuperation to give the local school district a greater role in monitoring the necessity for rest and recuperation sabbatical by requiring an examination and concurring opinion from an independent physician of the local district's choice;
- Develop additional incentives for employees to accumulate paid leave. R.S. 17:§425 currently provides incentives for accumulation of sick leave by allowing twenty-five accumulated days to be paid to the employee upon retirement. Additional incentives might include supplemental pay for performance that takes into consideration teacher attendance;
- Adopt limitations regarding the amount of extended leave allowed per year and per the tenure of the teacher. For example, not more than 20 paid extended leave days would be allowed per year with a cap of 200 paid leave days during the tenure of the teacher; and,
- Adopt policies that allow local school boards to initiate disability retirement for employees who are chronically out on extended sick leave.

**Board of Elementary and Secondary Education Motion (January 26, 1999)**

On substitute motion of Mr. Pastorek, seconded by Ms. Buquet, as amended by Dr. Stafford, seconded by Ms. Contois, the Legislative /Policy Oversight Committee recommends that the Board support, in concept, the following:

1. that Gayle Pay should be eliminated at the state level, but require local districts to look at alternative measures or a Gayle Pay type measure to deal with long term catastrophic diseases or illnesses;
2. develop guidelines to restrict the use of sabbatical for rest and recuperation to cases of extreme need;
3. that sabbatical for professional development continue with limitations and restrictions to ensure that there is a reasonably long term benefit to the students at-large.

## Methodology

While the Gayle Pay and Sabbatical Leave Survey was used as a tool to measure the impact of extended sick leave (Gayle Pay) and sabbatical leave on the individual school districts, it must be noted that there is **no standardized system** in place whereby the districts collect information regarding these variables. In some cases the figures may represent estimated and/or incomplete data.

The local school districts supplied the following data for teachers and other school personnel with respect to extended sick leave and sabbatical leave.

- Number of employees taking leave.
- Number of days taken.
- Average daily rate paid to substitutes replacing personnel taking leave.

As there is no standardized system for the collection of this data, much of the information was computed manually. Due to the labor-intensive nature of collecting the data, it was determined that the districts were not able to provide salary information for individual personnel taking leave. Therefore, it was agreed that we would use average salaries per district for computing dollars attributed to those employees taking leave. The average salaries per district were taken from the 1997-98 end-of-year Profile of Educational Personnel database.

Various assumptions were made in reference to the data in order to proceed with study. They are as follows:

- A full work year is based on 182 days.
- A half work year is based on 91 days.
- Unless otherwise indicated, substitutes were hired for employees taking leave.
- All employees taking leave earned the average salary for that position for that district.
- Teacher benefits were calculated by dividing total employee benefits by total classroom teacher salaries per district per 1997-98 AFR data. **AFR data is unaudited.**
- Benefits (FICA and Medicare) paid to substitutes at a rate of 7.65%.
- Replacements for teachers on sabbatical have similar characteristics of those teachers they are replacing.
- For Other Personnel, day-by-day substitute rates were deducted from other personnel earnings for the Instructional and Instructional Support categories; average daily rates supplied by local school districts were used in deductions from earnings of those in the Support Services category.

The Department conducted a follow-up phone survey where each district was contacted regarding common practices as they relate to sabbatical leave. Districts were polled concerning the type of replacement used when a teacher is out on sabbatical leave (i.e., day-by-day substitute, long-term substitute, certified teacher) as well as the actual rate deducted from the sabbatical teacher's pay. This information was used in conjunction with information gathered in the original survey in order to determine the amount paid to teachers taking sabbatical.

## Extended Sick Leave (Gayle Pay)

R.S. 17:§1201A.(1) states: “Every member of the teaching staff employed by any parish or city school board of this state shall be entitled to and shall be allowed a minimum of ten days absence per school year because of personal illness or because of other emergencies, without loss of pay.”

R.S. 17:§1202 states: “Parish and city school boards are prohibited from deducting any amount whatsoever from a teacher’s salary, in case of absence, unless a substitute teacher was employed and actually served, during such teacher’s absence, and only such amount may be deducted as was actually paid to the substitute teacher.”

Teachers receive ten paid sick leave days per year. Extended sick leave (Gayle Pay) goes into effect once the teacher has exhausted this ten days as well as any other accumulated paid leave. According to R.S. 17:§1202 above, the teacher earns his or her normal salary less the actual amount paid a substitute during the teacher’s absence. For example, if a teacher earns \$165 per day and a substitute is hired and paid \$60 per day, the teacher is paid \$105. The cost for that day of work is still \$165. Additional financial responsibility to the district for extended sick leave is in the employer portion of FICA and Medicare benefits paid to substitutes at a rate of 7.65% of earnings. For 1997-98, this amounted to \$273,248 (*Table 8*). While the added financial cost of providing extended sick leave for local school district employees is minimal, there are opportunity costs associated with extended sick leave. The students pay the greatest opportunity cost when a substitute is in charge of the classroom. This brings into question how we can more effectively allocate our educational resources by changing extended sick leave policies. An additional policy question is how to reduce the negative impact on students when the regular certified teacher is absent from the classroom.

### Teachers

Per the Profile of Education Personnel 1997-98 end-of-year database, there were 47,453 classroom teachers statewide. (*Classroom teachers are defined as object code 112 and Function Series 1000; FTE, full time equivalent, count*). Of this number, a total of 5,281 or 11% of classroom teachers took extended sick leave days in FY 1997-98. This represented a total of 60,402 extended sick leave days. (*Table 1 and 4*)

**Chart 1**

<b>Summary of Classroom Teachers Receiving Extended Sick Leave (Gayle Pay) Statewide Totals</b>	
	<b>1997-98</b>
Total Classroom Teachers (FTE) – per PEP	47,453
<b>Number of Classroom Teachers Taking Extended Sick Leave</b>	5,281
<i>Percent of Total Classroom Teachers (FTE) Taking Extended Sick Leave</i>	11%
Number of Extended Sick Leave (Gayle Pay) Days Taken by Classroom Teachers	60,402

Source: Information gathered from local school systems; Profile of Educational Personnel (PEP) 97-98 End of Year Report.

## Other School Personnel

For purposes of the survey, Other School Personnel were divided into the PEP categories as defined in the summary report of Personnel and District Salaries. Per the Profile of Education Personnel 1997-98 end-of-year database, there were 15,222 other school personnel statewide. Of this number, a total of 777 or 5% of other school personnel took extended sick leave days in FY 1997-98. This represented a total of 11,201 extended sick leave days. (*Table 1 and Chart 2*)

Bus drivers have been included in the category Other School Personnel for the purposes of this survey. Title 17 provides for the payment of extended sick leave to bus drivers in R.S.17§500.2 as follows: “No city or parish school board shall deduct any amount whatsoever from the salary of a school bus operator when such operator is on approved leave unless a substitute school bus operator was employed and actually served during such school bus operator’s leave, and only such amount may be deducted as was actually paid to the substitute.” Extended sick leave for bus drivers operates as does Gayle Pay for teachers. If the driver earns \$150 per day and a substitute is paid \$60 per day, then the bus driver is paid the \$90 balance. In 1997-98, 55% of the local school systems paid at least one day of extended sick leave to bus drivers. This represents 458 bus drivers taking 6,940 days for an additional cost of \$23,360 paid to substitute drivers in FICA and Medicare contributions.

The survey also included a line for “Other” under the Other School Personnel category. This line was included in the survey simply as an oversight category. However, most districts reported employees in this category. In discussion with the local school systems, it was determined that employees in this category included support positions such as janitors, lunchroom workers, sweepers, maintenance employees, teacher aides and other service positions. While these employees are not covered by Title 17 extended sick leave policies, they

are granted extended sick leave by local school board resolutions, standard operating procedures and unwritten policies. Methods of compensation vary by district and most local school districts limit the number of days allowed per year. In 1997-98, 27 districts paid extended sick leave in this category.

**Chart 2**

<b>Summary of Other School Personnel Receiving Extended Sick Leave (Gayle Pay) Statewide Totals</b>	
	<b>1997-98</b>
Total Other School Personnel – per PEP	15,222
<b>Number of Other School Personnel Taking Extended Sick Leave</b>	<b>777</b>
<b>Instructional</b>	<b>121</b>
<i>Supervising Instructors</i>	4
<i>Therapists/Specialists/Counselors</i>	117
<b>Instructional Support</b>	<b>123</b>
<i>Supervisors</i>	10
<i>Librarians</i>	76
<i>Therapists</i>	37
<b>Support Services</b>	<b>75</b>
<i>Superintendents</i>	0
<i>Assistant/Associate/Deputy Superintendents</i>	0
<i>School Principals</i>	11
<i>School Assistant Principals</i>	19
<i>Other School Administrators</i>	21
<i>Non Classroom Teachers</i>	24
<b>Bus Drivers</b>	<b>458</b>
Percent of Other School Personnel Taking Extended Sick Leave	5%
Number of Extended Sick Leave Days Taken by Other School Personnel	11,201

Source: Information gathered from local school systems; Profile of Educational Personnel (PEP) 97-98 End of Year Report.

For more detailed data including by district information, see backup documentation in Appendix B.

## Dollars Expended

Chart 3

<b>Summary of <u>Additional Financial Costs</u> for Extended Sick Leave (Gayle Pay) Statewide Totals</b>	
	<b>1997-98</b>
7.65% Employer Contribution for FICA and Medicare	
<b>Classroom Teachers</b>	\$273,248
<b>Other School Personnel</b>	\$40,123
<b>Total Statewide</b>	<b>\$313,371</b>

Dollars attributed to the payment of substitutes or replacements for those teachers out on extended sick leave is \$3.9 million (*salary plus FICA and Medicare contributions of \$273,248*). Earnings of teachers while out on extended sick leave were \$9.9 million (*includes salary plus benefits*). The total dollars expended in FY 1997-98 for extended sick leave for teachers is \$13.7 million. These dollars represent minimal additional financial costs in the form of the FICA and Medicare contributions referenced above. (*Table 8 and 10*)

The breakdown for dollars expended for other school personnel are as follows: substitute salary is \$564,611 (*salary plus FICA and Medicare contributions of \$40,123*) and other personnel portion is \$1.7 million for a total of \$2.3 million dollars in FY 1997-98. (*Table 9 and 13*)

## Recommendations

- Develop incentives for employees to accumulate paid leave. Options might include a supplemental pay for performance which factors in teacher attendance;
- Adopt limitations regarding the amount of paid extended leave allowed per year and per the tenure of the teacher. For example, not more than 20 paid extended leave days would be allowed per year with a cap of 200 paid leave days during the tenure of the teacher; and,
- Encourage school district employees to investigate disability insurance programs and/or disability retirement and explore other options such as leave without pay (within the guidelines of the federal Family Leave Act).



## Sabbatical Leave

R.S. 17:§1184 states: "Each person granted sabbatical leave shall receive and be paid compensation at the rate of fifty percent of the minimum salary allowed a beginning teacher holding a bachelor's degree in that parish or city school system; provided, however, that any person granted sabbatical leave shall have the option of electing to be paid the difference between the salary he would have received during such leave if in active service in the position from which such leave is taken and the compensation which a day-by-day substitute would receive if assigned to that position on a day-by-day basis. The daily rate paid by the board for initial or minimum periods of substitution shall be the base upon which the option provided for in this section may be elected and shall be computed and paid, and the salary of the person substituting for the person granted leave shall not be considered in computing the option."

The intent of the state law governing sabbatical leave policy was cost neutrality as indicated by the compensation language above. It was designed so that the sabbatical employee would earn their salary (plus benefits) less the day-by-day rate paid a substitute. Assume a teacher earns a salary of \$31,131 (\$171 per day) plus related benefits of \$8,453 (\$46 per day) for a total of \$39,584 or \$217 per day and is granted a sabbatical leave. The district pays a day-by-day substitute \$50 per day. For each day that the teacher is out on sabbatical leave or extended sick leave, the teacher would receive \$171 less \$50 per day and the substitute would receive the \$50 per day. This would be cost neutral. The only **additional** financial cost would be possible payroll taxes associated with the substitute pay.

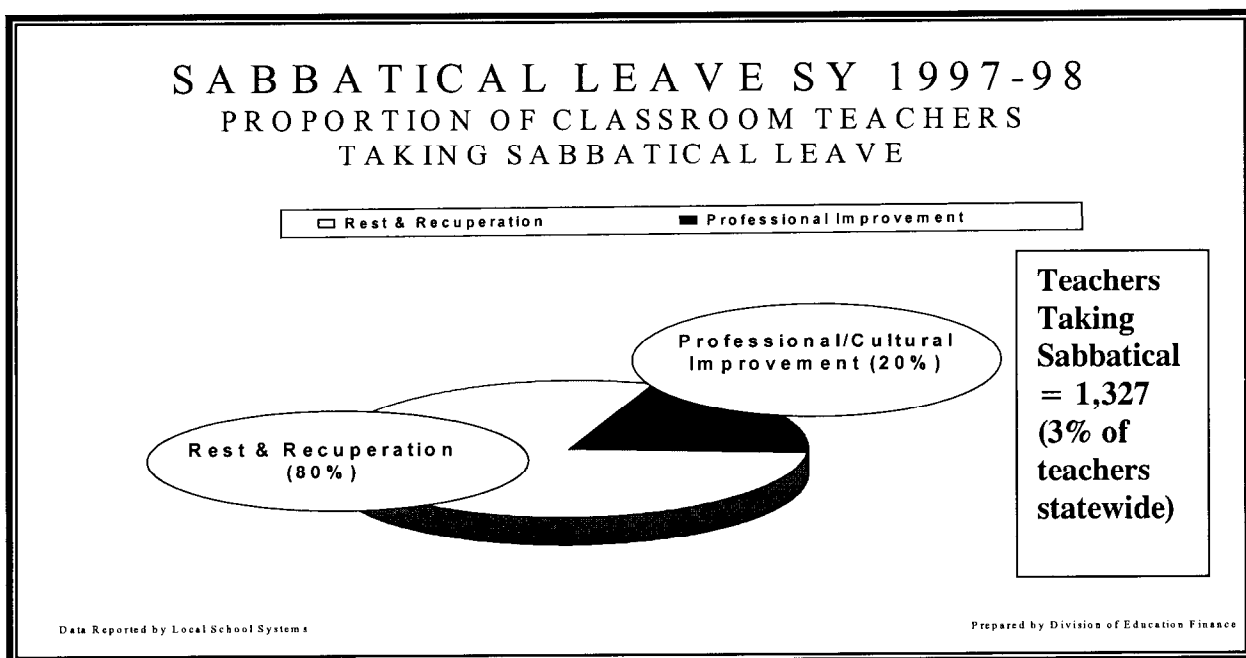
However, a follow-up phone survey conducted by the State Department of Education polled the local school districts regarding common practices as they relate to sabbatical leave. It was discovered that local school districts, for the most part, have chosen to bear additional financial costs instead of requiring students to pay in lost opportunity costs. This local choice has resulted in sabbatical teachers being replaced by certified teachers, teachers with temporary teaching certificates or at the least, long term degreed substitutes rather than day-by-day substitutes. These replacements become employees of the local school district and are placed on short-term contracts. As such, they qualify for full benefits and are paid at higher rates than day-by-day substitutes. The funding for the teacher on sabbatical is used to pay for the replacement teacher. **Therefore, additional cost is incurred for the full amount paid to any teacher on sabbatical leave** *(which is the teacher's normal earnings less the rate of a day-by-day substitute in the teacher's district)*. The additional cost incurred in payment of sabbatical leave to teachers in 1997-98 was \$29.8 million. Of this amount, 23.6 million is attributed to sabbatical leave for rest and recuperation. (Table 11)

## Teachers

Per the Profile of Education Personnel 1997-98 end-of-year database, there were 47,453 classroom teachers statewide. (*Classroom teachers are defined as object code 112 and Function Series 1000; FTE, full time equivalent, count*). The number of teachers taking sabbatical leave in FY 1997-98 was 1,327 or 3% of classroom teachers statewide. Of the 1,327 teachers taking sabbatical leave, 261 teachers were absent for professional and cultural development while 1,066 teachers were out for rest and recuperation. (*Table 2 and Chart 4*)

As evidenced by the graph below, sabbatical leave is taken overwhelmingly for rest and recuperation (80% for rest and recuperation vs. 20% for professional and cultural development – *Table 6 and Graph 1 below*).

Graph 1



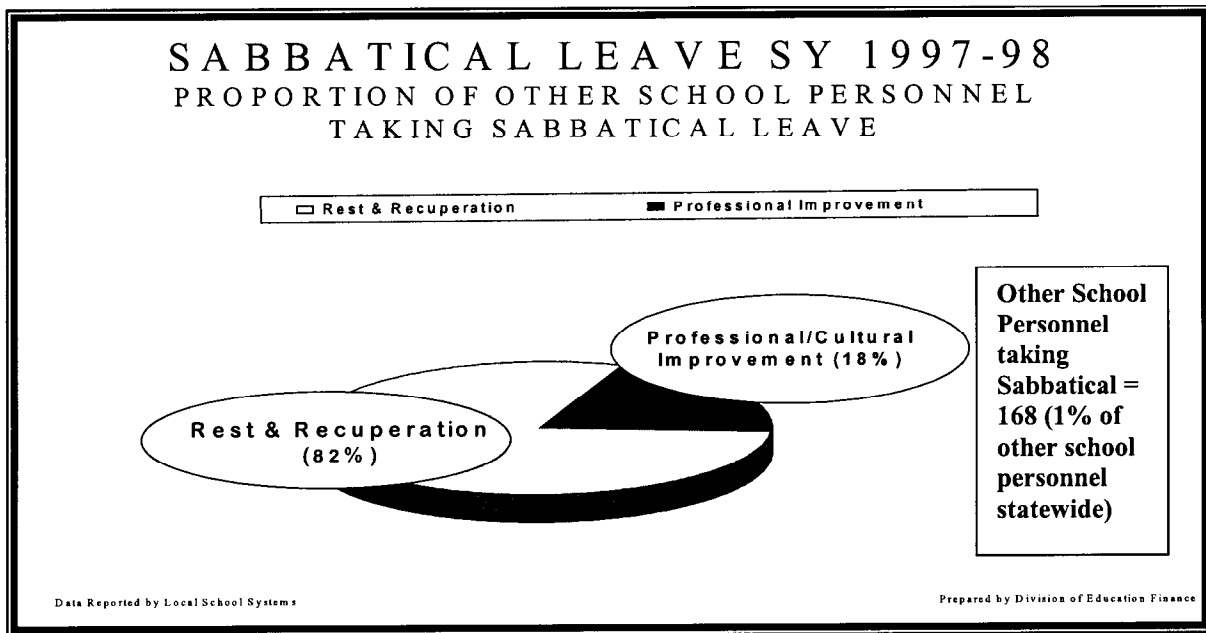
## Other School Personnel

For purposes of the survey Other School Personnel were divided into categories as defined in the summary report of Personnel and District Salaries. Per the Profile of Education Personnel 1997-98 end-of-year database, there were 15,222 other school personnel statewide.

The number of other school personnel taking sabbatical leave in FY 1997-98 was 169 or 1% of other school personnel statewide. Of the 169 other school personnel taking sabbatical leave, 30 were absent for professional and cultural development while 139 were out for rest and recuperation. (*Table 7*)

Once again, as evidenced by the graph below, sabbatical leave is taken overwhelmingly for rest and recuperation (82% *for rest and recuperation vs. 18% for professional and cultural development* – *Table 7 and Graph 2 below*).

Graph 2



Below is a chart summarizing personnel by the number taking sabbatical leave statewide for FY 1997-98. For more detailed data, see backup documentation in Appendix B.

Chart 4

<b>Summary of Teachers and Other Personnel Taking Sabbatical Leave Statewide Totals- 1997-98</b>									
	<b>Professional &amp; Cultural Development</b>			<b>Rest &amp; Recuperation</b>			<b>Total Sabbatical</b>		
	$\frac{1}{2}$ Year	Full Year	Total	$\frac{1}{2}$ Year	Full Year	Total	$\frac{1}{2}$ Year	Full Year	Total
Classroom Teachers	110	151	261	564	502	1,066	674	653	1,327
Other Personnel	10	20	30	63	75	138	73	95	168
Instructional	4	9	13	21	11	32	25	20	45
Instructional Support	5	6	11	19	13	32	24	19	43
Support Services	1	5	6	23	51	74	24	56	80

## Dollars Expended

Chart 5

<b>Summary of <u>Additional Financial Costs</u> for Sabbatical Leave Statewide Totals</b>	
	<b>1997-98</b>
<b>Classroom Teachers</b>	<b>\$29,775,860</b>
<i>Rest and Recuperation</i>	<i>\$23,630,870</i>
<i>Professional &amp; Cultural Development</i>	<i>\$6,144,990</i>
<b>Other School Personnel</b>	<b>\$4,690,681</b>
<i>Rest and Recuperation</i>	<i>\$3,889,547</i>
<i>Professional &amp; Cultural Development</i>	<i>\$801,134</i>
<b>Total Statewide</b>	<b>\$34,466,541</b>
<i>Rest and Recuperation</i>	<i>\$27,520,417</i>
<i>Professional &amp; Cultural Development</i>	<i>\$6,946,124</i>

Estimated costs attributed to substitutes or replacements for those teachers out on sabbatical are \$25 million (\$19.7 million for rest and recuperation and \$5.3 million for professional and cultural development). Earnings of teachers while out on sabbatical leave were \$29.8 million (\$23.6 million for rest and recuperation and \$6.2 million for cultural and professional development). The total dollars expended in FY 1997-98 for sabbatical leave for teachers is \$54.8 million. As stated earlier, if districts hire certified teachers to replace those out on sabbatical, then the entire portion earned by teachers on sabbatical **represents additional costs to the local school district.** (*Table 8A and 12*)

For other school personnel, estimated costs attributed to substitutes or replacements for those out on sabbatical are \$4.1 million (\$3.8 million for rest and recuperation and \$689,410 for professional and cultural development). Earnings of other school personnel while out on sabbatical leave were \$4.4 million (\$3.9 for rest and recuperation and \$801,134 for cultural and professional improvement). The total dollars expended in FY 1997-98 for sabbatical leave for other school personnel is \$9.2 million. As with teachers, if districts replace other school personnel with individuals of similar qualifications, the entire portion earned by other personnel on sabbatical **represents additional costs to the local school district.** (*Table 9A and 14*)

## Recommendations

- Encourage school district employees to investigate disability insurance programs and/or disability retirement and explore other options such as leave without pay (within the guidelines of the federal Family Leave Act);
- Institute more stringent guidelines as they apply to sabbatical leave for cultural and professional improvement to ensure that the academic work completed while on leave facilitates ongoing efforts of school accountability programs to improve student performance;
- Give the local school district a greater role in monitoring the necessity for rest and recuperation sabbatical by requiring an examination and concurring opinion from an independent physician of the local school district's choice; and,
- Explore other options for support and encouragement of professional improvement activities such as teacher grants for summer professional development work, or professional activities associated with a college or university.

## Loopholes in Leave Policies

The policies for extended sick leave and rest and recuperation sabbatical opens the door for misuse of the system by some employees. This is reflected in comments from local school districts. (*See Appendix D for complete comments.*)

While not all employees abuse the system, it is clear from district comments that some employees repeatedly use extended sick leave. One district commented that of the teachers taking Gayle Pay in 1997-98, 52% of those teachers had received at least one day's pay during the period from fiscal year 1993-94 through fiscal year 1996-97. Another district cited the following example: "...one year a teacher went to work for the first day, then missed the remaining 179 days in that same fiscal year. The following fiscal year the same teacher did it again." Other comments in keeping with those above are as follows:

- "...we do have several cases of the same individuals going into extended sick leave each year."
- "More than 50% of the Gayle Pay cases occurred when the employees either took a Friday or Monday off. At least 20% of the employees who got Gayle Pay in 97-98 have received it every year for the past 5 years."
- "...but the same people tend to appear on the list each year."
- "We have found it is often the same employees who use "Gayle" pay from year to year, meaning they freely use their 10 regular sick leave days and move into "Gayle" pay each year."
- "One employee remained on sick leave for five years under a doctor's care. She was paid full pay for her 10 days per year of sick leave and docked the pay of her substitute beyond that ...."

General impressions of Gayle pay from several districts follow:

- "...Gayle Pay is not justifiable because it encourages excessive absenteeism and it certainly decreases the effectiveness of education."
- "Teachers are granted a reasonable amount of sick leave, 10 days per year, which is cumulative. The availability of "Gayle" pay essentially gives teachers unlimited sick leave, therefore making it unimportant to accumulate sick leave days for those "rainy" days during extended illness or accident."

- “....is very unfair to teachers and other employees who do their jobs and come to work....would be difficult if not impossible to find any other type of business which would provide such a benefit for its employees....Another important thing to remember ....is the children.....A substitute is only a substitute and not the teacher, while teachers are out, the students are being short-changed.”

The potential to misuse the sabbatical leave also exists. District comments follow:

- “In the current fiscal year there is a husband and wife who are using the Professional and Cultural Development Sabbatical to travel out of the country.”
- “In the past few years in our Parish we seem to have an increasing amount of employees who go out on R&R Sabbatical and then later we see they are actually working either a part-time job or a full time job. “
- “We have had two (2) husband and wife teams take sabbatical leaves for R&R during the last ten (10) years. One of the (2) teams opened a business and the other traveled Europe. Their doctors reported health problems.”

Certainly this sampling of local districts comments validates the need to consider the revision of statutes pertaining to extended sick and sabbatical leave.

# **APPENDIX A**

## **LOCAL SCHOOL SYSTEMS COMMENTS**



# COMMENTS FROM LOCAL SCHOOL SYSTEMS

The following comments are from Section 3 of the Gayle Pay and Sabbatical Leave Survey where the local school systems were able to address any comments and scenarios regarding Gayle Pay and or Sabbatical Leave.

## AVOYELLES

The three teachers had asked and been granted leave without pay. They later changed their minds, asking the court for Gayle Pay. The judge granted their request because they were sick during their leave without pay and accordingly ruled that they be granted Gayle Pay.

## CADDO

Gayle Pay - Two hundred nineteen (219) teachers received Gayle Pay in fiscal year 1997-98. Of that number, 113 (52%) received at least one day's pay during the period from fiscal year 1993-94 through fiscal year 1996-97. It is very possible some may have been granted leave pay prior to 93-94.

The length of time a Gayle Pay leave continued varied from employee to employee. In most cases leave was taken intermittently -- a day here and a day there. There were a few exceptions however, when teachers were absent for an extended period of time. The chart below covers the period 93-94 through 97-98 and illustrates the point that a number of teachers have been absent and received pay a significant number of days.

TOTAL NUMBER OF DAYS ABSENT				
Number of teachers	25-50 days	51-75 days	76-100 days	101 & above days
	59	24	09	29

Our records also show that of the 219 teachers that received pay in fiscal year 1997-98, five (5) were paid for the **entire** year; **two** of the five were also paid for the **entire** 1996-97 year; and, **one** of the two has been paid for **more than four consecutive years** dating back to 1993-94.

Sabbatical Leave - **Our system has not experienced a serious problem with teachers failing to return after sabbatical leave. We budget 45 positions for sabbatical leave each year. As of today (11/27/98) we have granted only 19 leaves.** Since June 1990 we have had a total of 25 teachers fail to return following sabbatical. Of that number 4 deceased, 9 were granted disability retirement, 8 took service credit retirement and the remaining 4 failed to return for various reasons. We have been very successful in getting teachers who take regular retirement or who do not return for other reasons to repay money owed the system.

## **CALCASIEU**

One employee remained on sick leave for five years under a doctor's care. She was paid full pay for her 10 days per year of sick leave and docked the pay of her substitute beyond that. This teacher had an advanced degree and years of experience and the substitute did not. The teacher made money sitting at home for five years. The Board was responsible for retirement contributions on the full amount that she would have been paid – which is a very big problem. A teacher can stay home and still receive full credit in the retirement plan.

This parish has historically required payback for any employee taking a professional development sabbatical and not returning to work thereafter. The employee is billed for the local portion of their sabbatical leave pay as a practice, usually allowing them to reimburse over time.

## **CATAHOULA**

We had one professional improvement sabbatical not return. However, she was not required to pay any penalties. The board waived the penalties due to family hardship.

We do not have any long running extended sick leave, however, we do have several cases of the same individuals going into extended sick leave each year. This extended leave is taken as a day or two at a time to accumulate 5 to 10 days extended per year.

The availability of extended sick leave facilitates the abuse of sick leave by teachers who, in many cases, lack professional work ethics. The cost of such leave is not measured in dollars alone. Extended sick leave robs the students of certified teachers during the excessive absence periods. This is the unconscionable loss.

## **DESOTO**

1. More than 50% of the Gayle Pay cases occurred when the employees either took a Friday or a Monday off.
2. At least 20% of the employees who got Gayle Pay in 97-98 have received it every year for the past 5 years.
3. The number of employees receiving Gayle Pay would have been greater if employees did not have the ability to transfer sick days to other employees.

## **EAST BATON ROUGE**

I. The ability of teachers and, particularly, administrators to take leave severely hinders the stability that is needed in our schools. Each time an individual goes on sabbatical, someone has to replace him/her; when she/he returns, shifts must be made again.

Presently there are two principals and two assistants (middle schools) on leave for the 1998-99 school year. But they are not expected to return for the 1999-2000 school year. If they return, then other people will have to be shifted again.

The whole practice, in one executive opinion, is one of using the system.

II. A review of those employees who have used Gayle Pay during the FY1997-98 indicates that there were no unusual numbers in any specific category. However, in the past there were a higher number of employees exhausting their sick, leave on an annual basis in our Pupil Appraisal Department. Substitutes for these people were not hired, thus their pay was not reduced for the cost of a substitute. However, we have started the process of docking these employees the cost of a substitute, thus reducing significantly the absences. This would indicate that Gayle Pay could be controlled when a district puts in place procedures to monitor and control extended absences.

Those employees who did not return from Sabbatical leave were notified in writing that their resignations were not accepted. The statute was quoted in the correspondence and they were informed that a waiver could be granted only by Board action. It was explained verbally that an appeal would have to be made to the Personnel Services Committee of the Board prior to Board action.

Those employees not granted a waiver were directed to contact our Payroll Department to arrange for repayment of the compensation received during the leave. Payroll then begins procedures to collect from any employee not cooperating.

From our experience in this Parish, we have determined that local systems can control both Gayle Pay and Sabbatical Leave when clear and equitable procedures are established and enforced.

EXTENDED SICK LEAVE (GAYLE PAY) FOR FY1997-98 OTHER PERSONNEL		
POSITION	NUMBER OF EMPLOYEES	NUMBER OF DAYS
Director of Plan. Eval. Research	1	2.10
Regional Facilitator	1	5.17
Job Developer	1	17.50
Office Manager/Development	1	3.90
Network Specialist	2	16.47
Programmer I	1	6.36
Computer Operator	1	5.00
Maintenance Dispatcher	1	5.09
Payroll Specialist II	1	4.54
Benefits Specialist I	1	7.91
Steno-Clerks	6	97.00
Records Control Clerk	1	5.21
Executive School Secretary	6	47.70
School Clerk	23	249.26
Teacher Aide	184	1,744.93
Skilled Craftsmen	24	268.71
Custodians/Janitors	78	942.97
Food Service Employees	130	1,514.86
<b>Total</b>	<b>463</b>	<b>4,944.68</b>

NOTE: Substitutes are not hired for most administrative positions, unless the time of absence is expected to be for a semester or longer.

NOTE: Administrative and clerical positions are not eligible for Gayle Pay. But after investigating the circumstances, the Board policy allows the Director of Human Resources to grant an extended sick leave for periods not to cumulatively exceed twenty-five (25) days in any fiscal year.

## IBERVILLE

The survey did not address the question as to how much money the teachers earned when over their sick days and after being docked. Our 72 teachers earned a gross amount of \$127,460.58 after all sick days were exhausted. One teacher alone earned \$18,781.50 in "net Gayle Pay."

## JEFFERSON DAVIS

A teacher with 31 years of service, and no sick leave days in her bank, had to have emergency surgery which required her to be out eight weeks. She received all her due Gayle Pay. However, after 31 years of service, she should have accumulated more sick leave days than 0 to have "pad" for her illness time.

## **LAFOURCHE**

I feel that Gayle Pay is not justifiable because it encourages excessive absenteeism and it certainly decreases the effectiveness of education.

## **LINCOLN**

One employee went on emergency sabbatical during the 1996-97 school year and continued it through part of the 1997-98 school year. This employee earned Gayle Pay for the remainder of the 1997-98 year in the form of sick leave transferred from other employees. There was no replacement for this supervisor position during the time one sabbatical or while earning Gayle Pay.

One teacher did not return after taking Sabbatical in 1996-97. Our district in accordance with law requires sabbatical payments to be repaid if employee does not return. Repayment plans are arranged on a case-by-case basis. For this teacher, one-half of the wages were repaid up front and the balance in monthly payments over a two year period. Sabbatical in 1996-97 was for 180 days.

Two of the four employees who took an R & R sabbatical took their leave one year or ½ year prior to their last year of ½ year, respectively, before retirement.

## **MADISON**

"Other Employees (Non-Certified)" can accumulate 90 days sick days. Once all days have been exhausted, the employee is docked 49% of their pay regardless of the employment of a substitute. Substitutes are employed for bus drivers and lunch workers. Substitutes are hired in other positions only when a long-term absence is expected. (Bus drivers can accumulate all their unused days and use them at a later period. Dockage rarely occurs.)

Six (6) of the teachers used 10 days or more. Two of the six were out with sick children, 12 days and 24 days. One teacher was a retiree who returned to work, 19.5 days. One teacher was on maternity leave, 28 days. Two teachers have a history of using excess days, 48.5 and 16 days, both have tenure.

Seven (7) of the Non Certified used 10 days or more. One employee was out due to the ill health of terminally ill parents, 56.25 days. One employee was on maternity leave, 21 days. One employee was involved in a car wreck, 23 days. One employee was out due to long-term illness and retired mid-year, 34 days. Three employees have a history of using excess days (10, 28, 20.5 days), two did not return to work this year and one of the three is still employed.

## **NATCHITOCHES**

Most Gayle Pay is for teachers just exceeding their sick leave day by day. The next group would be for maternity leave. Then those out for illness of a family

member. We had no carryovers, but the same people tend to appear on the list each year.

Several teachers have had to repay sabbatical leave – most repay promptly; however, we had to go to court on one and it is being paid monthly (forever!). The legal interest is being charged each month before the principal is reduced. We have a lien on a house. If it is sold we will collect first.

Another sabbatical had the state portion waived because she went to another job in the state.

## **OUACHITA**

The most significant disadvantage of extended sick leave “Gayle” pay is the impact it has on the use of regular sick leave. Teachers are granted a reasonable amount of sick leave, 10 days per year, which is cumulative. The availability of “Gayle” pay essentially gives teachers unlimited sick leave, therefore making it unimportant to accumulate sick leave days for those “rainy” days during extended illness or accident.

We have found that it is often the same employees who use “Gayle” pay from year to year, meaning they freely use their 10 regular sick leave days and move into “Gayle” pay each year.

“Gayle” pay also theoretically puts a school system into positions where a teacher could go from year to year on “Gayle” pay, not working, but continuing to draw a reduced salary and earning time in the retirement system.

If the purpose of “Gayle” pay is to have a safety net for teachers who have serious illness or accident without cumulative sick leave or qualifying for R&R Sabbatical Leave, one solution may be to grant “Gayle” only once in a six year period or within some period of time.

“Gayle” pay is very unfair to teachers and other employees who do their jobs and come to work and it is unfair to the taxpayers of Louisiana. It would be difficult if not impossible to find any other type of business which would provide such a benefit for its employees.

Another important thing to remember in this “Gayle” pay discussion is the children who are being taught, or not taught by those teachers off on “Gayle” pay. A substitute is only a substitute and not the teacher, and while teachers are out, the students are being short-changed.

In summary, the concept of “Gayle” pay just makes no sense. It is not something the teacher has earned, it costs the taxpayers money, and it contributes to a much less effective classroom. It just makes no sense.

## **PLAQUEMINES**

No real unusual case scenarios for FY97-98.

However, we did experience a number of cases where teachers took leave that would have caused "Gayle Pay" deductions, but due to the job classification or lack of available substitute, no sub was hired. There are no available records to supply statistics in these situations.

## **POINTE COUPEE**

Sabbatical Leave - Formal procedure to collect payment due included telephone requests, written requests by regular and certified mail, school board attorney/former employee's attorney contacts and filing of lawsuit by former employee. Costs at this time include nominal mail and telephone charges and attorney's fees for consultation and ongoing litigation.

## **RAPIDES**

We have two employees who began receiving Gayle Pay prior to FY1997-98. The beginning dates of leave for these employees are September 1996 and April 1997. The reason for the extended sick leave for both these employees is due to back injuries.

## **ST JOHN**

Three year history for employees using 10 or more extended sick leave days in 1997-98.

NAME	EXTENDED DAYS 1997-98	EXTENDED DAYS 1996-97	EXTENDED DAYS 1995-96
EMPLOYEE	100	128	114
EMPLOYEE	15	2	52
EMPLOYEE	15	0	0
EMPLOYEE	12	50	0
EMPLOYEE	42	0	0
EMPLOYEE	49	10	1
EMPLOYEE	31	58	0
EMPLOYEE	18	0	0
EMPLOYEE	11	12	3
EMPLOYEE	16	0	0
EMPLOYEE	31	0	4
EMPLOYEE	25	0	0
EMPLOYEE	64	0	0
EMPLOYEE	73	0	0
EMPLOYEE	42	0	0
EMPLOYEE	25	0	0
EMPLOYEE	44	3	0
EMPLOYEE	43	0	0
EMPLOYEE	11	0	17
<b>THREE YEAR TOTAL</b>	<b>667</b>	<b>263</b>	<b>191</b>

## **ST. LANDRY**

The Payroll Department has had a few horror stories since the Gayle Pay has been in effect. To give you an example of one incident; one year a teacher went to work for the first day, then missed the remaining 179 days in that same fiscal year. The following fiscal year the same teacher did it again. And don't forget about bus drivers, we have had one not working but being paid since 1997. They just keep getting doctor's excuse and nothing is done about it.

Besides the above-mentioned, the payroll department's personnel have been informed quite blatantly that if they (employee) don't get a substitute in their absence, then the payroll department's personnel cannot dock their check, which is correct.

In addition, how about our teacher's aides that have to take the teacher's place because a substitute was not hired so that the teacher's check will not be docked whether or not he/she is out of sick days.

In other words, I feel that the **GAYLE Pay is a "misuse of public funds."** **We HAVE TO PAY** these individuals **WHO DO NOT WORK**, plain and simple!

## **ST. TAMMANY**

Employees, such as speech therapists, occupations therapists, physical therapists, school nurses, school social workers, school psychologist, etc), who exceed their sick leave allotment and receive extended sick leave are not docked because we experience a shortage of certified/licensed substitutes for these types of positions. These employees receive full pay. There are also tenured employees who constantly exceed their sick leave allotment year after year.

## **TENSAS**

Sabbatical Leave - In 1997-98 we had one employee on sabbatical that did not return to work. The Superintendent wrote to the employee requesting reimbursement. If the employee does not comply, the Board will seek restitution via legal recourse – estimated cost \$3800.

## **WEBSTER**

During the last five (5) years (1992-1997) we have had ten (10) teachers appeal to the Board to be waived from the obligation to return following sabbatical leaves. None were assessed penalties.

We have had two (2) husband and wife teams take sabbatical leaves for R&R during the last ten (10) years. One of the two (2) teams opened a business and the other traveled Europe. Their doctors reported health problems.



One employee moved to California upon completing sabbatical leave. It became too time consuming and expensive to pursue recovery.

## **WEST FELICIANA**

In the past few years in our Parish we seem to have an increasing amount of employees who go on R&R Sabbatical and then later we see they are actually working either a part-time job or a full time job. Some of these teachers choose to work these jobs here in our hometown and some work jobs out of town. As far as the law states there is nothing a school board can do to prevent this and if there is something we certainly need to know about it.

## **TERREBONNE**

Attached is a listing which details employees absent in consecutive years for Gayle pay. It also lists personnel absent 10 days or more in addition to the 10 days allowed for the year. Please note the averages for the three fiscal years listed. The reasons for the absences are due to personal illness, maternity leave, and emergency leave. You will, also, note there are many times in which substitutes were not hired, as in cases of absences of homebound teachers, psychologists, social workers, guidance counselors, speech therapists, and other personnel who are not required to be in a classroom, but are classified as teachers. You will note in the 1997-98 fiscal year substitutes were not hired for 235.9 days out of 1,218 absences. The employee received full salary. Employer costs are higher when a deduction is made only for substitute pay. Retirement expense must be paid on the employee' salary as if no deduction in pay was made.

In the current fiscal year there is a husband and wife who are using the Professional and Cultural Development Sabbatical Leave to travel out of the country.

# **APPENDIX B**

## **TABLES**

**TABLE 1**  
**Total Number of Personnel Receiving Extended Sick Leave (Gayle Pay):**  
**FY 1997-1998**

Lea	District	Classroom Teachers		Other Personnel		Total Personnel	
		Number Taking	Number of Days	Number Taking	Number of Days	Number Taking	Number of Days
1	ACADIA	94	363.00	2	14.50	96	377.50
2	ALLEN	4	60.00	0	0.00	4	60.00
3	ASCENSION	185	942.00	47	222.00	232	1,164.00
4	ASSUMPTION	14	125.00	2	114.00	16	239.00
5	AVOUELLES	77	320.00	6	32.00	83	352.00
6	BEAUREGARD	11	446.00	1	33.00	12	479.00
7	BIENVILLE	31	331.00	6	61.50	37	392.50
8	BOSSIER	252	1,161.00	10	38.50	262	1,199.50
9	CADDO	219	5,640.50	25	672.00	244	6,312.50
10	CALCASIEU	720	1,766.00	113	465.00	833	2,231.00
11	CALDWELL	0	0.00	0	0.00	0	0.00
12	CAMERON	38	196.00	9	154.50	47	350.50
13	CATAHOULA	12	58.50	2	25.00	14	83.50
14	CLAIBORNE	0	0.00	0	0.00	0	0.00
15	CONCORDIA	6	317.00	1	25.00	7	342.00
16	DESOTO	52	778.50	4	138.50	56	917.00
17	EAST BATON ROUGE	719	2,904.75	199	1,886.42	918	4,791.17
18	EAST CARROLL	0	0.00	0	0.00	0	0.00
19	EAST FELICIANA	45	561.76	0	0.00	45	561.76
20	EVANGELINE	98	1,030.00	2	39.00	100	1,069.00
21	FRANKLIN	36	637.50	0	0.00	36	637.50
22	GRANT	28	343.00	2	10.50	30	353.50
23	IBERIA	38	1,001.00	40	856.00	78	1,857.00
24	IBERVILLE	72	1,013.00	0	0.00	72	1,013.00
25	JACKSON	6	353.00	0	0.00	6	353.00
26	JEFFERSON	88	2,357.00	0	0.00	88	2,357.00
27	JEFFERSON DAVIS	41	483.50	6	132.00	47	615.50
28	LAFAYETTE	195	1,950.00	20	168.00	215	2,118.00
29	LAFOURCHE	67	1,633.00	0	0.00	67	1,633.00
30	LASALLE	2	90.00	0	0.00	2	90.00
31	LINCOLN	29	382.50	4	159.50	33	542.00
32	LIVINGSTON	32	884.00	35	182.00	67	1,066.00
33	MADISON	45	359.00	8	50.50	53	409.50
34	MOREHOUSE	19	451.00	0	0.00	19	451.00
35	NATCHITOCHES	30	441.59	4	211.50	34	653.09
36	ORLEANS	292	9,977.47	28	356.95	320	10,334.42
37	OUACHITA	89	1,072.00	20	805.50	109	1,877.50
38	PLAQUEMINES	50	492.50	18	133.50	68	626.00
39	POINTE COUPEE	32	285.00	9	414.00	41	699.00
40	RAPIDES	81	1,271.50	19	534.00	100	1,805.50
41	RED RIVER	0	0.00	1	45.00	1	45.00
42	RICHLAND	22	406.14	3	177.70	25	583.84
43	SABINE	14	483.00	2	20.00	16	503.00
44	ST. BERNARD	85	1,511.50	17	242.50	102	1,754.00
45	ST. CHARLES	68	1,143.00	0	0.00	68	1,143.00
46	ST. HELENA	27	321.50	4	67.00	31	388.50
47	ST. JAMES	35	405.00	4	168.50	39	573.50
48	ST. JOHN	32	718.00	2	14.00	34	732.00
49	ST. LANDRY	139	1,440.00	5	235.00	144	1,675.00
50	ST. MARTIN	43	492.00	1	2.25	44	494.25
51	ST. MARY	81	830.00	4	39.12	85	869.12
52	ST. TAMMANY	274	2,777.00	43	859.00	317	3,636.00
53	TANGIPAHOA	143	1,459.00	5	121.00	148	1,580.00
54	TENSAS	13	211.50	0	0.00	13	211.50
55	TERREBONNE	80	1,180.50	2	37.50	82	1,218.00
56	UNION	11	623.00	12	470.00	23	1,093.00
57	VERMILION	46	178.00	4	90.00	50	268.00
58	VERNON	101	1,042.00	5	112.00	106	1,154.00
59	WASHINGTON	3	168.00	1	96.00	4	264.00
60	WEBSTER	57	613.50	4	114.00	61	727.50
61	WEST BATON ROUGE	30	364.75	3	30.88	33	395.63
62	WEST CARROLL	42	317.55	6	107.00	48	424.55
63	WEST FELICIANA	33	364.50	0	0.00	33	364.50
64	WINN	20	282.50	3	86.00	23	368.50
65	CITY OF MONROE	3	318.00	0	0.00	3	318.00
66	CITY OF BOGALUSA	30	273.50	4	132.00	34	405.50
<b>STATE TOTAL</b>		<b>5,281</b>	<b>60,402</b>	<b>777</b>	<b>11,201</b>	<b>6,058</b>	<b>71,603</b>

Source: Data Reported by Local School Systems

**TABLE 1**  
**Total Number of Personnel Receiving Extended Sick Leave (Gayle Pay):**  
**FY 1997-1998**

Lea	District	Classroom Teachers		Other Personnel		Total Personnel	
		Number Taking	Number of Days	Number Taking	Number of Days	Number Taking	Number of Days
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10	CALCASIEU	720	1,766.00	113	465.00	833	2,231.00
11	CALDWELL	0	0.00	0	0.00	0	0.00
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14	CLAIBORNE	0	0.00	0	0.00	0	0.00
15	CONCORDIA	6	317.00	1	25.00	7	342.00
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19	EAST FELICIANA	45	561.76	0	0.00	45	561.76
20	EVANGELINE	98	1,030.00	2	39.00	100	1,069.00
21	FRANKLIN	36	637.50	0	0.00	36	637.50
22	GRANT	28	343.00	2	10.50	30	353.50
23	IBERIA	38	1,001.00	40	856.00	78	1,857.00
24	IBERVILLE	72	1,013.00	0	0.00	72	1,013.00
25	JACKSON	6	353.00	0	0.00	6	353.00
26	JEFFERSON	88	2,357.00	0	0.00	88	2,357.00
27	JEFFERSON DAVIS	41	483.50	6	132.00	47	615.50
28	LAFAYETTE	195	1,950.00	20	168.00	215	2,118.00
29	LAFOURCHE	67	1,633.00	0	0.00	67	1,633.00
30	LASALLE	2	90.00	0	0.00	2	90.00
31	LINCOLN	29	382.50	4	159.50	33	542.00
32	LIVINGSTON	32	884.00	35	182.00	67	1,066.00
33	MADISON	45	359.00	8	50.50	53	409.50
34	MOREHOUSE	19	451.00	0	0.00	19	451.00
35	NATCHITOCHES	30	441.59	4	211.50	34	653.09
36	ORLEANS	292	9,977.47	28	356.95	320	10,334.42
37	OUACHITA	89	1,072.00	20	805.50	109	1,877.50
38	PLAQUEMINES	50	492.50	18	133.50	68	626.00
39	POINTE COUPEE	32	285.00	9	414.00	41	699.00
40	RAPIDES	81	1,271.50	19	534.00	100	1,805.50
41	RED RIVER	0	0.00	1	45.00	1	45.00
42	RICHLAND	22	406.14	3	177.70	25	583.84
43	SABINE	14	483.00	2	20.00	16	503.00
44	ST. BERNARD	85	1,511.50	17	242.50	102	1,754.00
45	ST. CHARLES	68	1,143.00	0	0.00	68	1,143.00
46	ST. HELENA	27	321.50	4	67.00	31	388.50
47	ST. JAMES	35	405.00	4	168.50	39	573.50
48	ST. JOHN	32	718.00	2	14.00	34	732.00
49	ST. LANDRY	139	1,440.00	5	235.00	144	1,675.00
50	ST. MARTIN	43	492.00	1	2.25	44	494.25
51	ST. MARY	81	830.00	4	39.12	85	869.12
52	ST. TAMMANY	274	2,777.00	43	859.00	317	3,636.00
53	TANGIPAHOA	143	1,459.00	5	121.00	148	1,580.00
54	TENSAS	13	211.50	0	0.00	13	211.50
55	TERREBONNE	80	1,180.50	2	37.50	82	1,218.00
56	UNION	11	623.00	12	470.00	23	1,093.00
57	VERMILION	46	178.00	4	90.00	50	268.00
58	VERNON	101	1,042.00	5	112.00	106	1,154.00
59	WASHINGTON	3	168.00	1	96.00	4	264.00
60	WEBSTER	57	613.50	4	114.00	61	727.50
61	WEST BATON ROUGE	30	364.75	3	30.88	33	395.63
62	WEST CARROLL	42	317.55	6	107.00	48	424.55
63	WEST FELICIANA	33	364.50	0	0.00	33	364.50
64	WINN	20	282.50	3	86.00	23	368.50
65	CITY OF MONROE	3	318.00	0	0.00	3	318.00
66	CITY OF BOGALUSA	30	273.50	4	132.00	34	405.50
<b>STATE TOTAL</b>		<b>5,281</b>	<b>60,402</b>	<b>777</b>	<b>11,201</b>	<b>6,058</b>	<b>71,603</b>

Source: Data Reported by Local School Systems

TABLE 3

## TOTAL NUMBER OF OTHER PERSONNEL TAKING SABBATICAL: FY 1997-98

Lea	District	PROFESSIONAL & CULTURAL			REST & RECUPERATION			TOTAL SABBATICAL		
		1/2 Year	Full Year	Total	1/2 Year	Full Year	Total	1/2 Year	Full Year	Total
1	ACADIA	0	0	0	0	0	0	0	0	0
2	ALLEN	0	0	0	0	0	0	0	0	0
3	ASCENSION	0	0	0	5	2	7	5	2	7
4	ASSUMPTION	0	0	0	0	0	0	0	0	0
5	AVOUELLES	0	0	0	0	1	1	0	1	1
6	BEAUREGARD	0	0	0	2	2	4	2	2	4
7	BIENVILLE	0	0	0	0	0	0	0	0	0
8	BOSSIER	0	0	0	0	0	0	0	0	0
9	CADDO	0	3	3	2	0	2	2	3	5
10	CALCASIEU	3	0	3	5	4	9	8	4	12
11	CALDWELL	0	0	0	0	0	0	0	0	0
12	CAMERON	0	0	0	0	2	2	0	2	2
13	CATAHOULA	0	0	0	1	1	2	1	1	2
14	CLAIBORNE	0	0	0	0	1	1	0	1	1
15	CONCORDIA	0	0	0	1	0	1	1	0	1
16	DESOTO	0	0	0	1	0	1	1	0	1
17	EAST BATON ROUGE	0	1	1	4	2	6	4	3	7
18	EAST CARROLL	0	0	0	0	0	0	0	0	0
19	EAST FELICIANA	0	0	0	0	0	0	0	0	0
20	EVANGELINE	0	0	0	0	1	1	0	1	1
21	FRANKLIN	0	0	0	1	0	1	1	0	1
22	GRANT	0	0	0	0	0	0	0	0	0
23	IBERIA	0	1	1	0	4	4	0	5	5
24	IBERVILLE	0	0	0	0	0	0	0	0	0
25	JACKSON	0	0	0	0	0	0	0	0	0
26	JEFFERSON	0	1	1	2	10	12	2	11	13
27	JEFFERSON DAVIS	0	0	0	0	1	1	0	1	1
28	LAFAYETTE	0	0	0	4	0	4	4	0	4
29	LAFOURCHE	0	0	0	0	0	0	0	0	0
30	LASALLE	0	0	0	0	1	1	0	1	1
31	LINCOLN	0	0	0	2	1	3	2	1	3
32	LIVINGSTON	0	0	0	3	2	5	3	2	5
33	MADISON	0	0	0	0	0	0	0	0	0
34	MOREHOUSE	0	2	2	0	0	0	0	2	2
35	NATCHITOCHE	0	0	0	1	0	1	1	0	1
36	ORLEANS	0	1	1	1	4	5	1	5	6
37	OUACHITA	1	2	3	2	3	5	3	5	8
38	PLAQUEMINES	0	0	0	0	1	1	0	1	1
39	POINTE COUPEE	0	0	0	0	0	0	0	0	0
40	RAPIDES	0	1	1	5	5	10	5	6	11
41	RED RIVER	0	0	0	0	0	0	0	0	0
42	RICHLAND	0	0	0	2	0	2	2	0	2
43	SABINE	0	1	1	0	0	0	0	1	1
44	ST. BERNARD	1	2	3	0	1	1	1	3	4
45	ST. CHARLES	0	0	0	1	3	4	1	3	4
46	ST. HELENA	0	0	0	0	0	0	0	0	0
47	ST. JAMES	0	0	0	1	0	1	1	0	1
48	ST. JOHN	0	1	1	0	3	3	0	4	4
49	ST. LANDRY	0	0	0	0	0	0	0	0	0
50	ST. MARTIN	0	1	1	1	0	1	1	1	2
51	ST. MARY	0	0	0	1	1	2	1	1	2
52	ST. TAMMANY	2	1	3	4	7	11	6	8	14
53	TANGIPAHOA	0	0	0	2	3	5	2	3	5
54	TENSAS	0	0	0	0	0	0	0	0	0
55	TERREBONNE	0	0	0	0	2	2	0	2	2
56	UNION	0	0	0	0	0	0	0	0	0
57	VERMILION	0	0	0	0	0	0	0	0	0
58	VERNON	2	0	2	7	4	11	9	4	13
59	WASHINGTON	0	0	0	0	0	0	0	0	0
60	WEBSTER	0	0	0	0	0	0	0	0	0
61	WEST BATON ROUGE	0	0	0	1	0	1	1	0	1
62	WEST CARROLL	0	0	0	0	0	0	0	0	0
63	WEST FELICIANA	0	0	0	0	0	0	0	0	0
64	WINN	0	0	0	0	1	1	0	1	1
65	CITY OF MONROE	1	2	3	1	1	2	2	3	5
66	CITY OF BOGALUSA	0	0	0	0	2	2	0	2	2
STATE TOTAL		10	20	30	63	76	139	73	96	169

Source: Data Reported by Local School Systems

**TABLE 4**  
**PERCENT OF TEACHERS TAKING**  
**EXTENDED SICK LEAVE (GAYLE PAY) OF THE TOTAL**  
**TEACHER POPULATION: FY 1997-98**

LEA	DISTRICT	TEACHERS (FTE) (30 Hrs/Wk & 175 Days/Yr)	TEACHERS TAKING EXTENDED LEAVE	PERCENT TAKING EXTENDED LEAVE
001	Acadia Parish	657.62	94	14%
002	Allen Parish	295.71	4	1%
003	Ascension Parish	910.47	185	20%
004	Assumption Parish	302.96	14	5%
005	Avoyelles Parish	432.72	77	18%
006	Beauregard Parish	401.96	11	3%
007	Bienville Parish	203.52	31	15%
008	Bossier Parish	1,092.74	252	23%
009	Caddo Parish	2,974.92	219	7%
010	Calcasieu Parish	2,145.61	720	34%
011	Caldwell Parish	140.55	0	0%
012	Cameron Parish	146.46	38	26%
013	Catahoula Parish	147.50	12	8%
014	Claiborne Parish	199.50	0	0%
015	Concordia Parish	279.06	6	2%
016	DeSoto Parish	349.69	52	15%
017	E. Baton Rouge Parish	3,479.78	719	21%
018	East Carroll Parish	121.02	0	0%
019	East Feliciana Parish	194.17	45	23%
020	Evangeline Parish	433.12	98	23%
021	Franklin Parish	289.46	36	12%
022	Grant Parish	233.46	28	12%
023	Iberia Parish	956.38	38	4%
024	Iberville Parish	344.80	72	21%
025	Jackson Parish	206.67	6	3%
026	Jefferson Parish	3,469.67	88	3%
027	Jefferson Davis Parish	369.70	41	11%
028	Lafayette Parish	1,917.64	195	10%
029	Lafourche Parish	1,161.73	67	6%
030	LaSalle Parish	177.33	2	1%
031	Lincoln Parish	448.18	29	6%
032	Livingston Parish	1,130.75	32	3%
033	Madison Parish	173.96	45	26%
034	Morehouse Parish	365.69	19	5%
035	Natchitoches Parish	476.37	30	6%
036	Orleans Parish	3,765.37	292	8%
037	Ouachita Parish	1,137.24	89	8%
038	Plaquemines Parish	337.49	50	15%
039	Pointe Coupee Parish	216.40	32	15%
040	Rapides Parish	1,590.68	81	5%
041	Red River Parish	161.00	0	0%
042	Richland Parish	281.02	22	8%
043	Sabine Parish	304.58	14	5%
044	St. Bernard Parish	614.83	85	14%
045	St. Charles Parish	767.08	68	9%
046	St. Helena Parish	95.24	27	28%
047	St. James Parish	287.98	35	12%
048	St. John Parish	455.53	32	7%
049	St. Landry Parish	1,062.17	139	13%
050	St. Martin Parish	564.08	43	8%
051	St. Mary Parish	708.26	81	11%
052	St. Tammany Parish	2,111.06	274	13%
053	Tangipahoa Parish	1,052.76	143	14%
054	Tensas Parish	99.98	13	13%
055	Terrebonne Parish	1,297.33	80	6%
056	Union Parish	225.05	11	5%
057	Vermilion Parish	553.83	46	8%
058	Vernon Parish	679.16	101	15%
059	Washington Parish	339.20	3	1%
060	Webster Parish	471.48	57	12%
061	W. Baton Rouge Parish	230.04	30	13%
062	West Carroll Parish	182.97	42	23%
063	West Feliciana Parish	180.42	33	18%
064	Winn Parish	212.03	20	9%
065	City of Monroe	613.85	3	0%
066	City of Bogalusa	224.34	30	13%
<b>Statewide</b>		<b>47,453.32</b>	<b>5,281</b>	<b>11%</b>

Source: Profile of Educational Personnel - PEP 1998 End of Year Report,  
Data Reported by Local School Systems

**TABLE 5**  
**PERCENT OF OTHER PERSONNEL TAKING**  
**EXTENDED LEAVE (GAYLE PAY) BY DISTRICT 1997-98**

LEA	DISTRICT	OTHER PERSONNEL TAKING EXTENDED LEAVE	TOTAL OTHER PERSONNEL PER PEP	PERCENT OF OTHER PERSONNEL TAKING EXTENDED LEAVE
001	Acadia Parish	2	209.53	1%
002	Allen Parish	0	109.00	0%
003	Ascension Parish	47	299.61	16%
004	Assumption Parish	2	94.34	2%
005	Avoyelles Parish	6	163.72	4%
006	Beauregard Parish	1	147.93	1%
007	Bienville Parish	6	78.00	8%
008	Bossier Parish	10	395.28	3%
009	Caddo Parish	25	1,002.57	2%
010	Calcasieu Parish	113	653.31	17%
011	Caldwell Parish	0	44.00	0%
012	Cameron Parish	9	58.92	15%
013	Catahoula Parish	2	54.62	4%
014	Claiborne Parish	0	67.29	0%
015	Concordia Parish	1	89.64	1%
016	DeSoto Parish	4	138.19	3%
017	E. Baton Rouge Parish	199	1,307.94	15%
018	East Carroll Parish	0	44.00	0%
019	East Feliciana Parish	0	78.96	0%
020	Evangeline Parish	2	187.83	1%
021	Franklin Parish	0	99.00	0%
022	Grant Parish	2	105.68	2%
023	Iberia Parish	40	302.71	13%
024	Iberville Parish	0	132.95	0%
025	Jackson Parish	0	69.00	0%
026	Jefferson Parish	0	951.49	0%
027	Jefferson Davis Parish	6	140.22	4%
028	Lafayette Parish	20	527.20	4%
029	Lafourche Parish	0	309.02	0%
030	LaSalle Parish	0	64.28	0%
031	Lincoln Parish	4	147.61	3%
032	Livingston Parish	35	332.01	11%
033	Madison Parish	8	67.00	12%
034	Morehouse Parish	0	112.03	0%
035	Natchitoches Parish	4	154.89	3%
036	Orleans Parish	28	888.76	3%
037	Ouachita Parish	20	317.57	6%
038	Plaquemines Parish	18	115.74	16%
039	Pointe Coupee Parish	9	101.56	9%
040	Rapides Parish	19	526.95	4%
041	Red River Parish	1	50.27	2%
042	Richland Parish	3	90.93	3%
043	Sabine Parish	2	121.35	2%
044	St. Bernard Parish	17	192.49	9%
045	St. Charles Parish	0	260.01	0%
046	St. Helena Parish	4	57.62	7%
047	St. James Parish	4	104.99	4%
048	St. John Parish	2	130.42	2%
049	St. Landry Parish	5	329.24	2%
050	St. Martin Parish	1	161.08	1%
051	St. Mary Parish	4	213.47	2%
052	St. Tammany Parish	43	673.57	6%
053	Tangipahoa Parish	5	361.09	1%
054	Tensas Parish	0	38.67	0%
055	Terrebonne Parish	2	398.93	1%
056	Union Parish	12	83.43	14%
057	Vermilion Parish	4	198.50	2%
058	Vernon Parish	5	254.53	2%
059	Washington Parish	1	125.66	1%
060	Webster Parish	4	169.66	2%
061	W. Baton Rouge Parish	3	95.01	3%
062	West Carroll Parish	6	60.42	10%
063	West Feliciana Parish	0	57.00	0%
064	Winn Parish	3	76.61	4%
065	City of Monroe	0	170.15	0%
066	City of Bogalusa	4	56.88	7%
	<b>Statewide</b>	<b>777</b>	<b>15,222.33</b>	<b>5%</b>

Source: Profile of Educational Personnel - PEP 1998 End of Year Report,  
Data Reported by Local School Systems

**TABLE 6**  
**PROPORTION OF CLASSROOM TEACHERS TAKING SABBATICAL LEAVE: 1997-98**

LEA	DISTRICT	TOTAL CLASSROOM TEACHERS TAKING R&R SABBATICAL LEAVE	TOTAL CLASSROOM TEACHERS TAKING P&C SABBATICAL LEAVE	TOTAL CLASSROOM TEACHERS TAKING SABBATICAL LEAVE	PERCENT OF R&R SABBATICAL	PERCENT OF P&C SABBATICAL
001	Acadia Parish	10	1	11	91%	9%
002	Allen Parish	5	0	5	100%	0%
003	Ascension Parish	22	5	27	81%	19%
004	Assumption Parish	3	1	4	75%	25%
005	Avoyelles Parish	11	0	11	100%	0%
006	Beauregard Parish	12	1	13	92%	8%
007	Bienville Parish	2	0	2	100%	0%
008	Bossier Parish	16	6	22	73%	27%
009	Caddo Parish	14	14	28	50%	50%
010	Calcasieu Parish	54	20	74	73%	27%
011	Caldwell Parish	4	2	6	67%	33%
012	Cameron Parish	2	2	3	67%	33%
013	Catahoula Parish	8	1	10	80%	20%
014	Claiborne Parish	3	0	3	100%	0%
015	Concordia Parish	3	0	3	100%	0%
016	DeSoto Parish	3	1	4	75%	25%
017	E. Baton Rouge Parish	125	21	146	86%	14%
018	East Carroll Parish	0	1	1	0%	100%
019	East Feliciana Parish	1	0	1	100%	0%
020	Evangeline Parish	8	2	10	80%	20%
021	Franklin Parish	12	4	16	75%	25%
022	Grant Parish	9	0	9	100%	0%
023	Iberia Parish	5	2	7	71%	29%
024	Iberville Parish	8	0	8	100%	0%
025	Jackson Parish	0	1	1	0%	100%
026	Jefferson Parish	111	7	118	94%	6%
027	Jefferson Davis Parish	6	2	8	75%	25%
028	Lafayette Parish	36	5	41	88%	12%
029	Lafourche Parish	2	2	4	50%	50%
030	LaSalle Parish	1	5	6	17%	83%
031	Lincoln Parish	1	12	13	8%	92%
032	Livingston Parish	46	9	55	84%	16%
033	Madison Parish	0	1	1	0%	100%
034	Morehouse Parish	3	2	5	60%	40%
035	Natchitoches Parish	11	3	14	79%	21%
036	Orleans Parish	68	3	71	96%	4%
037	Ouachita Parish	41	10	51	80%	20%
038	Plaquemines Parish	10	3	13	77%	23%
039	Pointe Coupee Parish	8	1	9	89%	11%
040	Rapides Parish	35	10	45	78%	22%
041	Red River Parish	0	0	0	0%	0%
042	Richland Parish	8	6	14	57%	43%
043	Sabine Parish	4	1	5	80%	20%
044	St. Bernard Parish	10	17	27	37%	63%
045	St. Charles Parish	27	5	32	84%	16%
046	St. Helena Parish	2	0	2	100%	0%
047	St. James Parish	2	2	4	50%	50%
048	St. John Parish	14	1	15	93%	7%
049	St. Landry Parish	10	6	16	63%	38%
050	St. Martin Parish	7	2	9	78%	22%
051	St. Mary Parish	17	5	22	77%	23%
052	St. Tammany Parish	84	17	101	83%	17%
053	Tangipahoa Parish	33	9	42	79%	21%
054	Tensas Parish	0	1	1	0%	100%
055	Terrebonne Parish	12	7	19	63%	37%
056	Union Parish	2	0	2	100%	0%
057	Vermilion Parish	28	0	28	100%	0%
058	Vernon Parish	22	3	25	88%	12%
059	Washington Parish	17	0	17	100%	0%
060	Webster Parish	10	2	12	83%	17%
061	W. Baton Rouge Parish	2	0	2	100%	0%
062	West Carroll Parish	1	0	1	100%	0%
063	West Feliciana Parish	2	4	6	33%	67%
064	Winn Parish	8	1	9	89%	11%
065	City of Monroe	19	12	31	61%	39%
066	City of Bogalusa	6	0	6	100%	0%
	<b>Statewide</b>	<b>1,066</b>	<b>261</b>	<b>1,327</b>	<b>80%</b>	<b>20%</b>

Source: Data Reported by Local School Systems



TABLE 7

## PROPORTION OF OTHER PERSONNEL TAKING SABBATICAL LEAVE: 1997-98

LEA	DISTRICT	OTHER PERSONNEL TAKING R&R SABBATICAL LEAVE	OTHER PERSONNEL TAKING P&C SABBATICAL LEAVE	TOTAL OTHER PERSONNEL TAKING SABBATICAL LEAVE	PERCENT OTHER PERSONNEL TAKING R&R SABBATICAL LEAVE	PERCENT OTHER PERSONNEL TAKING P&C SABBATICAL LEAVE
001	Acadia Parish	0	0	0	0%	0%
002	Allen Parish	0	0	0	0%	0%
003	Ascension Parish	7	0	7	100%	0%
004	Assumption Parish	0	0	0	0%	0%
005	Avoyelles Parish	1	0	1	100%	0%
006	Beauregard Parish	4	0	4	100%	0%
007	Bienville Parish	0	0	0	0%	0%
008	Bossier Parish	0	0	0	0%	0%
009	Caddo Parish	2	3	5	40%	60%
010	Calcasieu Parish	9	3	12	75%	25%
011	Caldwell Parish	0	0	0	0%	0%
012	Cameron Parish	2	0	2	100%	0%
013	Catahoula Parish	2	0	2	100%	0%
014	Claiborne Parish	1	0	1	100%	0%
015	Concordia Parish	1	0	1	100%	0%
016	DeSoto Parish	1	0	1	100%	0%
017	E. Baton Rouge Parish	6	1	7	86%	14%
018	East Carroll Parish	0	0	0	0%	0%
019	East Feliciana Parish	0	0	0	0%	0%
020	Evangeline Parish	1	0	1	100%	0%
021	Franklin Parish	1	0	1	100%	0%
022	Grant Parish	0	0	0	0%	0%
023	Iberia Parish	4	1	5	80%	20%
024	Iberville Parish	0	0	0	0%	0%
025	Jackson Parish	0	0	0	0%	0%
026	Jefferson Parish	12	1	13	92%	8%
027	Jefferson Davis Parish	1	0	1	100%	0%
028	Lafayette Parish	4	0	4	100%	0%
029	Lafourche Parish	0	0	0	0%	0%
030	LaSalle Parish	1	0	1	100%	0%
031	Lincoln Parish	3	0	3	100%	0%
032	Livingston Parish	5	0	5	100%	0%
033	Madison Parish	0	0	0	0%	0%
034	Morehouse Parish	0	2	2	0%	100%
035	Natchitoches Parish	1	0	1	100%	0%
036	Orleans Parish	5	1	6	83%	17%
037	Ouachita Parish	5	3	8	63%	38%
038	Plaquemines Parish	1	0	1	100%	0%
039	Pointe Coupee Parish	0	0	0	0%	0%
040	Rapides Parish	10	1	11	91%	9%
041	Red River Parish	0	0	0	0%	0%
042	Richland Parish	2	0	2	100%	0%
043	Sabine Parish	0	1	1	0%	100%
044	St. Bernard Parish	1	3	4	25%	75%
045	St. Charles Parish	4	0	4	100%	0%
046	St. Helena Parish	0	0	0	0%	0%
047	St. James Parish	1	0	1	100%	0%
048	St. John Parish	3	1	4	75%	25%
049	St. Landry Parish	0	0	0	0%	0%
050	St. Martin Parish	1	1	2	50%	50%
051	St. Mary Parish	2	0	2	100%	0%
052	St. Tammany Parish	11	3	14	79%	21%
053	Tangipahoa Parish	5	0	5	100%	0%
054	Tensas Parish	0	0	0	0%	0%
055	Terrebonne Parish	2	0	2	100%	0%
056	Union Parish	0	0	0	0%	0%
057	Vermilion Parish	0	0	0	0%	0%
058	Vernon Parish	11	2	13	85%	15%
059	Washington Parish	0	0	0	0%	0%
060	Webster Parish	0	0	0	0%	0%
061	W. Baton Rouge Parish	1	0	1	100%	0%
062	West Carroll Parish	0	0	0	0%	0%
063	West Feliciana Parish	0	0	0	0%	0%
064	Winn Parish	1	0	1	100%	0%
065	City of Monroe	2	3	5	40%	60%
066	City of Bogalusa	2	0	2	100%	0%
<b>Statewide</b>		<b>139</b>	<b>30</b>	<b>169</b>	<b>82%</b>	<b>18%</b>

Source: Data Reported By Local School Systems

**TABLE 8**  
**Total Estimated Costs for Substitutes for Teachers Taking Extended Sick Leave**  
**(Gayle Pay) : FY 1997-1998**

Lea	District	Extended Sick Leave (Gayle Pay)		
		Salary	Additional Cost Related Benefits (7.65% for FICA & Medicare)	Total Amount Paid to Substitutes
1	ACADIA	\$13,794.00	\$1,055.24	\$14,849.24
2	ALLEN	\$3,000.00	\$229.50	\$3,229.50
3	ASCENSION	\$87,182.10	\$6,669.43	\$93,851.53
4	ASSUMPTION	\$6,250.00	\$478.13	\$6,728.13
5	AVOYELLES	\$37,120.00	\$2,839.68	\$39,959.68
6	BEAUREGARD	\$49,060.00	\$3,753.09	\$52,813.09
7	BIENVILLE	\$13,571.00	\$1,038.18	\$14,609.18
8	BOSSIER	\$52,245.00	\$3,996.74	\$56,241.74
9	CADDO	\$282,025.00	\$21,574.91	\$303,599.91
10	CALCASIEU	\$121,854.00	\$9,321.83	\$131,175.83
11	CALDWELL	\$0.00	\$0.00	\$0.00
12	CAMERON	\$8,951.32	\$684.78	\$9,636.10
13	CATAHOULA	\$2,108.93	\$161.33	\$2,270.26
14	CLAIBORNE	\$0.00	\$0.00	\$0.00
15	CONCORDIA	\$12,680.00	\$970.02	\$13,650.02
16	DESOTO	\$35,032.50	\$2,679.99	\$37,712.49
17	EAST BATON ROUGE	\$142,332.75	\$10,888.46	\$153,221.21
18	EAST CARROLL	\$0.00	\$0.00	\$0.00
19	EAST FELICIANA	\$26,981.33	\$2,064.07	\$29,045.40
20	EVANGELINE	\$44,290.00	\$3,388.19	\$47,678.19
21	FRANKLIN	\$38,250.00	\$2,926.13	\$41,176.13
22	GRANT	\$14,766.15	\$1,129.61	\$15,895.76
23	IBERIA	\$97,097.00	\$7,427.92	\$104,524.92
24	IBERVILLE	\$47,894.64	\$3,663.94	\$51,558.58
25	JACKSON	\$16,944.00	\$1,296.22	\$18,240.22
26	JEFFERSON	\$286,964.75	\$21,952.80	\$308,917.55
27	JEFFERSON DAVIS	\$30,721.59	\$2,350.20	\$33,071.79
28	LAFAYETTE	\$105,300.00	\$8,055.45	\$113,355.45
29	LAFOURCHE	\$106,145.00	\$8,120.09	\$114,265.09
30	LASALLE	\$7,235.10	\$553.49	\$7,788.59
31	LINCOLN	\$22,372.43	\$1,711.49	\$24,083.92
32	LIVINGSTON	\$44,200.00	\$3,381.30	\$47,581.30
33	MADISON	\$12,206.00	\$933.76	\$13,139.76
34	MOREHOUSE	\$18,545.12	\$1,418.70	\$19,963.82
35	NATCHITOCHES	\$21,668.82	\$1,657.66	\$23,326.49
36	ORLEANS	\$693,234.62	\$53,032.45	\$746,267.06
37	OUACHITA	\$51,456.00	\$3,936.38	\$55,392.38
38	PLAQUEMINES	\$21,635.53	\$1,655.12	\$23,290.64
39	POINTE COUPEE	\$10,274.25	\$785.98	\$11,060.23
40	RAPIDES	\$58,527.15	\$4,477.33	\$63,004.47
41	RED RIVER	\$0.00	\$0.00	\$0.00
42	RICHLAND	\$14,641.35	\$1,120.06	\$15,761.41
43	SABINE	\$42,504.00	\$3,251.56	\$45,755.56
44	ST. BERNARD	\$54,565.15	\$4,174.23	\$58,739.38
45	ST. CHARLES	\$76,295.25	\$5,836.59	\$82,131.84
46	ST. HELENA	\$16,075.00	\$1,229.74	\$17,304.74
47	ST. JAMES	\$13,365.00	\$1,022.42	\$14,387.42
48	ST. JOHN	\$34,823.00	\$2,663.96	\$37,486.96
49	ST. LANDRY	\$50,400.00	\$3,855.60	\$54,255.60
50	ST. MARTIN	\$33,406.80	\$2,555.62	\$35,962.42
51	ST. MARY	\$45,093.90	\$3,449.68	\$48,543.58
52	ST. TAMMANY	\$138,850.00	\$10,622.03	\$149,472.03
53	TANGIPAHOA	\$104,201.78	\$7,971.44	\$112,173.22
54	TENSAS	\$7,624.58	\$583.28	\$8,207.85
55	TERREBONNE	\$61,386.00	\$4,696.03	\$66,082.03
56	UNION	\$24,920.00	\$1,906.38	\$26,826.38
57	VERMILION	\$6,942.00	\$531.06	\$7,473.06
58	VERNON	\$43,243.00	\$3,308.09	\$46,551.09
59	WASHINGTON	\$20,496.00	\$1,567.94	\$22,063.94
60	WEBSTER	\$22,116.68	\$1,691.93	\$23,808.60
61	WEST BATON ROUGE	\$23,435.19	\$1,792.79	\$25,227.98
62	WEST CARROLL	\$14,365.96	\$1,099.00	\$15,464.96
63	WEST FELICIANA	\$23,415.48	\$1,791.28	\$25,206.76
64	WINN	\$13,497.85	\$1,032.59	\$14,530.44
65	CITY OF MONROE	\$28,620.00	\$2,189.43	\$30,809.43
66	CITY OF BOGALUSA	\$13,675.00	\$1,046.14	\$14,721.14
<b>STATE TOTAL</b>		<b>\$3,571,875.02</b>	<b>\$273,248.44</b>	<b>\$3,845,123.45</b>

<sup>1</sup>Amount Paid to Substitutes for Teachers=(Number of Gayle Pay Days Taken by Teachers \* Average Daily Rate Paid to Substitutes) plus 7.65% for FICA & Medicare

Source: Data Reported by Local School Systems

**TABLE 8 A**  
**Total Estimated Costs for Substitutes for Teachers Taking Sabbatical: FY 1997-1998**

Lea	District	Related Benefits <sup>1</sup>	Sabbatical						
			Rest & Recuperation			Professional & Cultural Development			Total Amount Paid to Substitutes
			Salary	Related Benefits	Total Amount Paid to Substitutes <sup>2</sup>	Salary	Related Benefits	Total Amount Paid to Substitutes	
1	ACADIA	26%	\$64,837.50	\$16,915.34	\$81,752.84	\$8,645.00	\$2,255.38	\$10,900.38	\$92,653.22
2	ALLEN	24%	\$31,850.00	\$7,695.21	\$39,545.21	\$0.00	\$0.00	\$0.00	\$39,545.21
3	ASCENSION	32%	\$402,641.33	\$129,288.57	\$531,929.90	\$90,919.01	\$29,194.19	\$120,113.20	\$652,043.10
4	ASSUMPTION	26%	\$47,320.00	\$12,270.33	\$59,590.33	\$23,660.00	\$6,135.16	\$29,795.16	\$89,385.49
5	AVOYELLES	25%	\$235,639.04	\$57,815.73	\$293,454.77	\$0.00	\$0.00	\$0.00	\$293,454.77
6	BEAUREGARD	22%	\$182,000.00	\$40,928.11	\$222,928.11	\$11,375.00	\$2,558.01	\$13,933.01	\$236,861.12
7	BIENVILLE	28%	\$19,292.00	\$5,339.31	\$24,631.31	\$0.00	\$0.00	\$0.00	\$24,631.31
8	BOSSIER	34%	\$98,280.00	\$33,729.63	\$132,009.63	\$45,045.00	\$15,459.41	\$60,504.41	\$192,514.04
9	CADDO	31%	\$263,756.22	\$81,413.72	\$345,169.94	\$313,995.50	\$96,921.10	\$410,916.60	\$756,086.55
10	CALCASIEU	26%	\$936,798.59	\$243,860.29	\$1,180,658.88	\$379,462.72	\$98,778.85	\$478,241.57	\$1,658,900.45
11	CALDWELL	24%	\$65,884.00	\$16,013.25	\$81,897.25	\$24,706.50	\$6,004.97	\$30,711.47	\$112,608.72
12	CAMERON	24%	\$39,374.79	\$9,564.92	\$48,939.71	\$26,249.86	\$6,376.62	\$32,626.48	\$81,566.19
13	CATAHOULA	24%	\$82,923.75	\$19,575.53	\$102,499.28	\$18,427.50	\$4,350.12	\$22,777.62	\$125,276.90
14	CLAIBORNE	24%	\$11,193.00	\$2,668.34	\$13,861.34	\$0.00	\$0.00	\$0.00	\$13,861.34
15	CONCORDIA	29%	\$14,560.00	\$4,170.69	\$18,730.69	\$0.00	\$0.00	\$0.00	\$18,730.69
16	DESOTO	32%	\$16,380.00	\$5,281.75	\$21,661.75	\$8,190.00	\$2,640.87	\$10,830.87	\$32,492.62
17	EAST BATON ROUGE	29%	\$820,456.00	\$235,923.97	\$1,056,379.97	\$111,475.00	\$32,054.89	\$143,529.89	\$1,199,909.85
18	EAST CARROLL	29%	\$0.00	\$0.00	\$0.00	\$29,302.00	\$8,494.93	\$37,796.93	\$37,796.93
19	EAST FELICIANA	23%	\$10,010.00	\$2,327.19	\$12,337.19	\$0.00	\$0.00	\$0.00	\$12,337.19
20	EVANGELINE	31%	\$46,956.00	\$14,453.94	\$61,409.94	\$11,739.00	\$3,613.49	\$15,352.49	\$76,762.43
21	FRANKLIN	23%	\$216,055.84	\$50,314.45	\$266,370.29	\$90,970.88	\$21,185.03	\$112,155.91	\$378,526.20
22	GRANT	24%	\$132,819.96	\$31,680.80	\$164,500.76	\$0.00	\$0.00	\$0.00	\$164,500.76
23	IBERIA	25%	\$69,888.00	\$17,261.87	\$87,149.87	\$23,296.00	\$5,753.96	\$29,049.96	\$116,199.82
24	IBERVILLE	27%	\$68,068.00	\$18,077.91	\$86,145.91	\$0.00	\$0.00	\$0.00	\$86,145.91
25	JACKSON	20%	\$0.00	\$0.00	\$0.00	\$17,193.54	\$3,442.72	\$20,636.26	\$20,636.26
26	JEFFERSON	30%	\$1,914,592.68	\$583,097.33	\$2,497,690.01	\$130,810.68	\$39,838.95	\$170,649.63	\$2,668,339.64
27	JEFFERSON DAVIS	29%	\$100,327.50	\$29,368.36	\$129,695.86	\$33,442.50	\$9,789.45	\$43,231.95	\$172,927.81
28	LAFAYETTE	27%	\$283,920.00	\$77,515.14	\$361,435.14	\$49,140.00	\$13,416.08	\$62,556.08	\$423,991.22
29	LAFOURCHE	23%	\$47,320.00	\$10,888.48	\$58,208.48	\$35,490.00	\$8,166.36	\$43,656.36	\$101,864.85
30	LASALLE	25%	\$25,518.22	\$6,415.96	\$31,934.18	\$127,591.10	\$32,079.79	\$159,670.89	\$191,605.07
31	LINCOLN	34%	\$16,800.42	\$5,743.80	\$22,544.22	\$159,603.99	\$54,566.10	\$214,170.09	\$236,714.31
32	LIVINGSTON	23%	\$847,756.00	\$193,531.79	\$1,041,287.79	\$162,071.00	\$36,998.72	\$199,069.72	\$1,240,357.51
33	MADISON	22%	\$0.00	\$0.00	\$0.00	\$3,094.00	\$665.25	\$3,759.25	\$3,759.25
34	MOREHOUSE	37%	\$18,709.60	\$6,895.18	\$25,604.78	\$14,967.68	\$5,516.14	\$20,483.82	\$46,088.60
35	NATCHITOCHES	23%	\$68,250.00	\$15,727.15	\$83,977.15	\$22,750.00	\$5,242.38	\$27,992.38	\$111,969.53
36	ORLEANS	26%	\$436,800.00	\$114,234.43	\$551,034.43	\$27,300.00	\$7,139.65	\$34,439.65	\$585,474.08
37	OUACHITA	26%	\$292,656.00	\$76,003.36	\$368,659.36	\$87,360.00	\$22,687.57	\$110,047.57	\$478,706.93
38	PLAQUEMINES	26%	\$85,085.00	\$22,451.92	\$107,536.92	\$30,030.00	\$7,924.21	\$37,954.21	\$145,491.13
39	POINTE COUPEE	22%	\$131,214.72	\$28,745.29	\$159,960.01	\$10,934.56	\$2,395.44	\$13,330.00	\$173,290.01
40	RAPIDES	25%	\$582,036.00	\$143,114.74	\$725,150.74	\$145,509.00	\$35,778.68	\$181,287.68	\$906,438.42
41	RED RIVER	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
42	RICHLAND	24%	\$115,094.98	\$27,523.88	\$142,618.86	\$115,094.98	\$27,523.88	\$142,618.86	\$285,237.72
43	SABINE	26%	\$65,520.00	\$17,115.29	\$82,635.29	\$21,840.00	\$5,705.10	\$27,545.10	\$110,180.39
44	ST. BERNARD	29%	\$197,799.42	\$56,478.01	\$254,277.43	\$302,516.76	\$86,378.14	\$388,894.90	\$643,172.33
45	ST. CHARLES	26%	\$242,970.00	\$64,233.74	\$307,203.74	\$48,594.00	\$12,846.75	\$61,440.75	\$368,644.48
46	ST. HELENA	25%	\$36,164.31	\$8,893.87	\$45,058.18	\$0.00	\$0.00	\$0.00	\$45,058.18
47	ST. JAMES	25%	\$53,144.00	\$13,401.06	\$66,545.06	\$26,572.00	\$6,700.53	\$33,272.53	\$99,817.59
48	ST. JOHN	26%	\$320,780.46	\$84,050.34	\$404,830.80	\$15,275.26	\$4,002.40	\$19,277.66	\$424,108.45
49	ST. LANDRY	25%	\$70,070.00	\$17,524.97	\$87,594.97	\$55,055.00	\$13,769.62	\$68,824.62	\$156,419.59
50	ST. MARTIN	25%	\$57,846.88	\$14,703.08	\$72,549.96	\$14,461.72	\$3,675.77	\$18,137.49	\$90,687.45
51	ST. MARY	27%	\$352,108.12	\$93,911.11	\$446,019.23	\$121,883.58	\$32,507.69	\$154,391.27	\$600,410.50
52	ST. TAMMANY	29%	\$2,442,440.00	\$702,993.98	\$3,145,433.98	\$500,500.00	\$144,056.14	\$644,556.14	\$3,789,990.13
53	TANGIPAHOA	23%	\$807,162.72	\$189,154.76	\$996,317.48	\$205,747.36	\$48,215.92	\$253,963.28	\$1,250,280.76
54	TENSAS	24%	\$0.00	\$0.00	\$0.00	\$8,550.36	\$2,019.72	\$10,570.08	\$10,570.08
55	TERREBONNE	29%	\$196,560.00	\$57,581.93	\$254,141.93	\$110,565.00	\$32,389.84	\$142,954.84	\$397,096.76
56	UNION	27%	\$28,515.76	\$7,708.76	\$36,224.52	\$0.00	\$0.00	\$0.00	\$36,224.52
57	VERMILION	27%	\$396,468.80	\$106,515.58	\$502,984.38	\$0.00	\$0.00	\$0.00	\$502,984.38
58	VERNON	24%	\$375,271.26	\$88,751.53	\$464,022.79	\$44,149.56	\$10,441.36	\$54,590.92	\$518,613.71
59	WASHINGTON	27%	\$366,730.00	\$99,255.69	\$465,985.69	\$0.00	\$0.00	\$0.00	\$465,985.69
60	WEBSTER	22%	\$179,088.00	\$39,052.17	\$218,140.17	\$44,772.00	\$9,763.04	\$54,535.04	\$272,675.21
61	WEST BATON ROUGE	24%	\$32,825.52	\$7,776.17	\$40,601.69	\$0.00	\$0.00	\$0.00	\$40,601.69
62	WEST CARROLL	22%	\$9,100.00	\$2,018.87	\$11,118.87	\$0.00	\$0.00	\$0.00	\$11,118.87
63	WEST FELICIANA	25%	\$28,259.14	\$7,149.41	\$35,408.55	\$113,036.56	\$28,597.63	\$141,634.19	\$177,042.74
64	WINN	23%	\$150,150.00	\$34,285.19	\$184,435.19	\$27,300.00	\$6,233.67	\$33,533.67	\$217,968.86
65	CITY OF MONROE	25%	\$229,320.00	\$56,373.30	\$285,693.30	\$155,610.00	\$38,253.31	\$193,863.31	\$479,556.61
66	CITY OF BOGALUSA	30%	\$42,062.02	\$12,771.23	\$54,833.25	\$0.00	\$0.00	\$0.00	\$54,833.25
	STATE TOTAL	27%	\$15,523,421.55	\$4,179,527.69	\$19,702,949.24	\$4,206,271.16	\$1,140,504.99	\$5,346,776.15	\$25,049,725.39

<sup>1</sup>Benefits: Total Benefits/ Total Salaries. 1997-98 AFR. - Object code : 200 to 239, 100 to 119 & function series 1000.<sup>2</sup>Amount Paid to Substitutes for Teachers=(Number of Gayle Pay Days Taken by Teachers \* Average Daily Rate Paid to Substitutes) plus employee benefits

Source: Data Reported by Local School Systems

**TABLE 9**  
**Total Estimated Costs for Substitutes for Other Personnel Taking**  
**Extended Sick Leave (Gayle Pay) : FY 1997-1998**

Lea	District	Extended Sick Leave (Gayle Pay)		
		Salary	Additional Cost Related Benefits (7.65% for FICA & Medicare)	Total Amount Paid to Substitutes
1	ACADIA	\$0.00	\$0.00	\$0.00
2	ALLEN	\$0.00	\$0.00	\$0.00
3	ASCENSION	\$0.00	\$0.00	\$0.00
4	ASSUMPTION	\$5,700.00	\$436.05	\$6,136.05
5	AVOYELLES	\$0.00	\$0.00	\$0.00
6	BEAUREGARD	\$1,782.00	\$136.32	\$1,918.32
7	BIENVILLE	\$1,228.50	\$93.98	\$1,322.48
8	BOSSIER	\$1,732.50	\$132.54	\$1,865.04
9	CADDO	\$32,015.28	\$2,449.17	\$34,464.45
10	CALCASIEU	\$19,065.00	\$1,458.47	\$20,523.47
11	CALDWELL	\$0.00	\$0.00	\$0.00
12	CAMERON	\$4,803.50	\$367.47	\$5,170.97
13	CATAHOULA	\$1,001.70	\$76.63	\$1,078.33
14	CLAIBORNE	\$0.00	\$0.00	\$0.00
15	CONCORDIA	\$1,000.00	\$76.50	\$1,076.50
16	DESOTO	\$4,110.00	\$314.42	\$4,424.42
17	EAST BATON ROUGE	\$123,851.21	\$9,474.62	\$133,325.83
18	EAST CARROLL	\$0.00	\$0.00	\$0.00
19	EAST FELICIANA	\$0.00	\$0.00	\$0.00
20	EVANGELINE	\$0.00	\$0.00	\$0.00
21	FRANKLIN	\$0.00	\$0.00	\$0.00
22	GRANT	\$383.25	\$29.32	\$412.57
23	IBERIA	\$76,849.00	\$5,878.95	\$82,727.95
24	IBERVILLE	\$0.00	\$0.00	\$0.00
25	JACKSON	\$0.00	\$0.00	\$0.00
26	JEFFERSON	\$0.00	\$0.00	\$0.00
27	JEFFERSON DAVIS	\$3,626.24	\$277.41	\$3,903.65
28	LAFAYETTE	\$1,540.00	\$117.81	\$1,657.81
29	LAFOURCHE	\$0.00	\$0.00	\$0.00
30	LASALLE	\$0.00	\$0.00	\$0.00
31	LINCOLN	\$720.00	\$55.08	\$775.08
32	LIVINGSTON	\$11,830.00	\$905.00	\$12,735.00
33	MADISON	\$949.59	\$72.64	\$1,022.23
34	MOREHOUSE	\$0.00	\$0.00	\$0.00
35	NATCHITOCHE	\$7,806.47	\$597.19	\$8,403.66
36	ORLEANS	\$0.00	\$0.00	\$0.00
37	OUACHITA	\$53,698.50	\$4,107.94	\$57,806.44
38	PLAQUEMINES	\$5,607.00	\$428.94	\$6,035.94
39	POINTE COUPEE	\$0.00	\$0.00	\$0.00
40	RAPIDES	\$24,853.76	\$1,901.31	\$26,755.07
41	RED RIVER	\$1,350.00	\$103.28	\$1,453.28
42	RICHLAND	\$6,008.04	\$459.61	\$6,467.65
43	SABINE	\$526.96	\$40.31	\$567.27
44	ST. BERNARD	\$7,820.73	\$598.29	\$8,419.02
45	ST. CHARLES	\$0.00	\$0.00	\$0.00
46	ST. HELENA	\$2,524.34	\$193.11	\$2,717.45
47	ST. JAMES	\$5,292.00	\$404.84	\$5,696.84
48	ST. JOHN	\$0.00	\$0.00	\$0.00
49	ST. LANDRY	\$8,784.30	\$672.00	\$9,456.30
50	ST. MARTIN	\$0.00	\$0.00	\$0.00
51	ST. MARY	\$1,511.60	\$115.64	\$1,627.24
52	ST. TAMMANY	\$46,135.00	\$3,529.33	\$49,664.33
53	TANGIPAHOA	\$7,463.28	\$570.94	\$8,034.22
54	TENSAS	\$0.00	\$0.00	\$0.00
55	TERREBONNE	\$3,300.00	\$252.45	\$3,552.45
56	UNION	\$13,937.20	\$1,066.20	\$15,003.40
57	VERMILION	\$3,573.90	\$273.40	\$3,847.30
58	VERNON	\$4,856.32	\$371.51	\$5,227.83
59	WASHINGTON	\$11,520.00	\$881.28	\$12,401.28
60	WEBSTER	\$4,326.30	\$330.96	\$4,657.26
61	WEST BATON ROUGE	\$1,023.33	\$78.28	\$1,101.61
62	WEST CARROLL	\$3,638.00	\$278.31	\$3,916.31
63	WEST FELICIANA	\$0.00	\$0.00	\$0.00
64	WINN	\$2,150.53	\$164.52	\$2,315.04
65	CITY OF MONROE	\$0.00	\$0.00	\$0.00
66	CITY OF BOGALUSA	\$4,592.28	\$351.31	\$4,943.59
	<b>STATE TOTAL</b>	<b>\$524,487.59</b>	<b>\$40,123.30</b>	<b>\$564,610.89</b>

Amount Paid to Substitutes =(Number of Gayle Pay Days Taken by Teachers \* Average Daily Rate Paid to Substitutes) plus 7.65% for FICA & Medicare

Source: Data Reported by Local School Systems

TABLE 9A

## Total Estimated Costs for Substitutes for Other Personnel Taking Sabbatical: FY 1997-1998

Lea	District	Related Benefits <sup>1</sup>	Sabbatical						
			Rest & Recuperation			Professional & Cultural Development			Total Amount Paid to Substitutes
			Salary	Related Benefits	Total Amount Paid to Substitutes <sup>2</sup>	Salary	Related Benefits	Total Amount Paid to Substitutes	
1	ACADIA	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2	ALLEN	49%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3	ASCENSION	28%	\$116,730.50	\$32,446.26	\$149,176.76	\$0.00	\$0.00	\$0.00	\$149,176.76
4	ASSUMPTION	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	AVOYELLES	28%	\$34,944.00	\$9,914.23	\$44,858.23	\$0.00	\$0.00	\$0.00	\$44,858.23
6	BEAUREGARD	26%	\$87,906.00	\$22,417.04	\$110,323.04	\$0.00	\$0.00	\$0.00	\$110,323.04
7	BIENVILLE	41%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
8	BOSSIER	33%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9	CADDO	24%	\$35,665.00	\$8,616.67	\$44,281.67	\$106,106.00	\$25,635.23	\$131,741.23	\$176,022.90
10	CALCASIEU	26%	\$233,949.97	\$60,718.23	\$294,668.20	\$47,293.61	\$12,274.35	\$59,567.96	\$354,236.17
11	CALDWELL	30%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
12	CAMERON	26%	\$44,954.00	\$11,719.04	\$56,673.04	\$0.00	\$0.00	\$0.00	\$56,673.04
13	CATAHOULA	29%	\$35,798.49	\$10,335.18	\$46,133.67	\$0.00	\$0.00	\$0.00	\$46,133.67
14	CLAIBORNE	26%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
15	CONCORDIA	28%	\$3,680.00	\$1,044.47	\$4,724.47	\$0.00	\$0.00	\$0.00	\$4,724.47
16	DESOTO	28%	\$4,140.00	\$1,170.51	\$5,310.51	\$0.00	\$0.00	\$0.00	\$5,310.51
17	EAST BATON ROUGE	28%	\$136,125.08	\$38,240.07	\$174,365.15	\$38,534.86	\$10,825.16	\$49,360.02	\$223,725.17
18	EAST CARROLL	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19	EAST FELICIANA	25%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
20	EVANGELINE	20%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21	FRANKLIN	28%	\$3,280.55	\$929.29	\$4,209.84	\$0.00	\$0.00	\$0.00	\$4,209.84
22	GRANT	28%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
23	IBERIA	20%	\$93,312.00	\$18,898.91	\$112,210.91	\$23,296.00	\$4,718.25	\$28,014.25	\$140,225.16
24	IBERVILLE	31%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
25	JACKSON	27%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
26	JEFFERSON	25%	\$261,621.36	\$64,709.17	\$326,330.53	\$0.00	\$0.00	\$0.00	\$326,330.53
27	JEFFERSON DAVIS	23%	\$32,836.44	\$7,427.34	\$40,263.78	\$0.00	\$0.00	\$0.00	\$40,263.78
28	LAFAYETTE	25%	\$21,840.00	\$5,426.48	\$27,266.48	\$0.00	\$0.00	\$0.00	\$27,266.48
29	LAFOURCHE	23%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
30	LASALLE	25%	\$26,673.92	\$6,652.85	\$33,326.77	\$0.00	\$0.00	\$0.00	\$33,326.77
31	LINCOLN	31%	\$39,356.59	\$12,055.03	\$51,411.62	\$0.00	\$0.00	\$0.00	\$51,411.62
32	LIVINGSTON	22%	\$130,312.00	\$29,086.85	\$159,398.85	\$0.00	\$0.00	\$0.00	\$159,398.85
33	MADISON	20%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
34	MOREHOUSE	31%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
35	NATCHITOCHES	22%	\$4,550.00	\$1,022.50	\$5,572.50	\$0.00	\$0.00	\$0.00	\$5,572.50
36	ORLEANS	25%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
37	OUACHITA	20%	\$152,874.00	\$30,110.21	\$182,984.21	\$78,533.00	\$15,467.94	\$94,000.94	\$276,985.15
38	PLAQUEMINES	23%	\$10,065.00	\$2,298.65	\$12,363.65	\$0.00	\$0.00	\$0.00	\$12,363.65
39	POINTE COUPEE	21%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
40	RAPIDES	25%	\$253,194.00	\$63,927.30	\$317,121.30	\$24,570.00	\$6,203.52	\$30,773.52	\$347,894.82
41	RED RIVER	29%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
42	RICHLAND	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
43	SABINE	25%	\$0.00	\$0.00	\$0.00	\$21,840.00	\$5,509.19	\$27,349.19	\$27,349.19
44	ST. BERNARD	27%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
45	ST. CHARLES	45%	\$148,382.80	\$67,396.57	\$215,779.37	\$0.00	\$0.00	\$0.00	\$215,779.37
46	ST. HELENA	18%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
47	ST. JAMES	23%	\$13,432.00	\$3,106.12	\$16,538.12	\$0.00	\$0.00	\$0.00	\$16,538.12
48	ST. JOHN	33%	\$113,038.31	\$37,009.77	\$150,048.08	\$39,845.26	\$13,045.70	\$52,890.96	\$202,939.04
49	ST. LANDRY	22%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
50	ST. MARTIN	26%	\$12,828.27	\$3,386.20	\$16,214.47	\$23,079.42	\$6,092.14	\$29,171.56	\$45,386.03
51	ST. MARY	25%	\$35,912.24	\$8,822.74	\$44,734.98	\$0.00	\$0.00	\$0.00	\$44,734.98
52	ST. TAMMANY	25%	\$391,156.00	\$98,422.43	\$489,578.43	\$74,620.00	\$18,775.84	\$93,395.84	\$582,974.27
53	TANGIPAHOA	20%	\$128,564.80	\$25,638.34	\$154,203.14	\$0.00	\$0.00	\$0.00	\$154,203.14
54	TENSAS	19%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
55	TERREBONNE	29%	\$48,776.00	\$13,962.59	\$62,738.59	\$0.00	\$0.00	\$0.00	\$62,738.59
56	UNION	21%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
57	VERMILION	30%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
58	VERNON	18%	\$264,080.00	\$48,441.42	\$312,521.42	\$36,400.00	\$6,677.02	\$43,077.02	\$355,598.44
59	WASHINGTON	27%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
60	WEBSTER	22%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
61	WEST BATON ROUGE	20%	\$20,218.38	\$4,125.05	\$24,343.43	\$0.00	\$0.00	\$0.00	\$24,343.43
62	WEST CARROLL	25%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
63	WEST FELICIANA	28%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
64	WINN	24%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
65	CITY OF MONROE	22%	\$19,110.00	\$4,255.16	\$23,365.16	\$40,950.00	\$9,118.19	\$50,068.19	\$73,433.35
66	CITY OF BOGALUSA	26%	\$31,486.00	\$8,222.86	\$39,708.86	\$0.00	\$0.00	\$0.00	\$39,708.86
	STATE TOTAL	26%	\$2,990,793.70	\$761,955.56	\$3,752,749.26	\$555,068.15	\$134,342.53	\$689,410.68	\$4,442,159.94

<sup>1</sup>Benefits: Total Benefits/ Total Salaries, 1997-98 AFR - Object code : 200 to 230, 100 to 119 & function series 2000 to 2999 object code 112 & group code 2100 and 2200<sup>2</sup>Amount Paid to Substitutes =(Number of Gayle Pay Days Taken by Teachers \* Average Daily Rate Paid to Substitutes) plus Related Benefits

Source: Data Reported by Local School Systems

**TABLE 10**  
**DOLLARS PAID TO TEACHERS ON EXTENDED SICK LEAVE (GAYLE PAY): FY 1997-98**

Lea	District	Average Teacher's Salary <sup>1</sup>	Related Benefits <sup>2</sup>	Average Teacher Salary and Benefits	Average Daily Rate	Number of days Extended Sick Leave Taken	(Salary + Benefits): Classroom Teachers Taking Extended Sick Leave (Gayle Pay)	Amount Paid to Substitutes Replacing Teachers on Extended Sick Leave (Salary)	Teacher Portion (Salary + Benefits): Amount Earned While on Leave
		(a)	(b)	(C)=(a)+(b) * (b)	(d)=(C)/182	(e)	(f)=(d) * (e)	(g)	(h)=(f)-(g)
1	ACADIA	\$25,744	26%	\$32,460	\$178	363	\$64,742	\$13,794	\$50,948
2	ALLEN	\$26,417	24%	\$32,800	\$180	60	\$10,813	\$3,000	\$7,813
3	ASCENSION	\$31,182	32%	\$41,195	\$226	942	\$213,216	\$87,182	\$126,034
4	ASSUMPTION	\$28,027	26%	\$35,295	\$194	125	\$24,241	\$6,250	\$17,991
5	AVOYELLES	\$28,678	25%	\$35,714	\$196	320	\$62,794	\$37,120	\$25,674
6	BEAUREGARD	\$30,734	22%	\$37,645	\$207	446	\$92,252	\$49,060	\$43,192
7	BIENVILLE	\$29,287	28%	\$37,393	\$205	331	\$68,005	\$13,571	\$54,434
8	BOSSIER	\$30,105	34%	\$40,437	\$222	1,161	\$257,953	\$52,245	\$205,708
9	CADDO	\$33,583	31%	\$43,949	\$241	5,641	\$1,362,059	\$282,025	\$1,080,034
10	CALCASIEU	\$30,619	26%	\$38,590	\$212	1,766	\$374,445	\$121,854	\$252,591
11	CALDWELL	\$27,016	24%	\$33,582	\$185	0	\$0	\$0	\$0
12	CAMERON	\$32,346	24%	\$40,203	\$221	196	\$43,296	\$8,951	\$34,345
13	CATAHOULA	\$25,231	24%	\$31,187	\$171	59	\$10,024	\$2,109	\$7,916
14	CLAIBORNE	\$25,958	24%	\$32,146	\$177	0	\$0	\$0	\$0
15	CONCORDIA	\$28,722	29%	\$36,949	\$203	317	\$64,357	\$12,680	\$51,677
16	DESOTO	\$29,375	32%	\$38,847	\$213	779	\$166,167	\$35,033	\$131,134
17	EAST BATON ROUGE	\$30,585	29%	\$39,380	\$216	2,905	\$628,508	\$142,333	\$486,175
18	EAST CARROLL	\$26,758	29%	\$34,515	\$190	0	\$0	\$0	\$0
19	EAST FELICIANA	\$26,772	23%	\$32,996	\$181	562	\$101,846	\$26,981	\$74,864
20	EVANGELINE	\$25,559	31%	\$33,427	\$184	1,030	\$189,172	\$44,290	\$144,882
21	FRANKLIN	\$27,065	23%	\$33,368	\$183	638	\$116,879	\$38,250	\$78,629
22	GRANT	\$26,685	24%	\$33,050	\$182	343	\$62,287	\$14,766	\$47,520
23	IBERIA	\$31,138	25%	\$38,829	\$213	1,001	\$213,559	\$97,097	\$116,462
24	IBERVILLE	\$32,707	27%	\$41,394	\$227	1,013	\$230,394	\$47,895	\$182,499
25	JACKSON	\$23,674	20%	\$28,414	\$156	353	\$55,111	\$16,944	\$38,167
26	JEFFERSON	\$32,766	30%	\$42,745	\$235	2,357	\$553,572	\$286,965	\$266,607
27	JEFFERSON DAVIS	\$28,104	29%	\$36,331	\$200	484	\$96,516	\$30,722	\$65,794
28	LAFAYETTE	\$31,231	27%	\$39,758	\$218	1,950	\$425,974	\$105,300	\$320,674
29	LAFOURCHE	\$30,891	23%	\$37,999	\$209	1,633	\$340,948	\$106,145	\$234,803
30	LASALLE	\$26,457	25%	\$33,109	\$182	90	\$16,373	\$7,235	\$9,137
31	LINCOLN	\$28,836	34%	\$38,695	\$213	383	\$81,322	\$22,372	\$58,950
32	LIVINGSTON	\$31,137	23%	\$38,245	\$210	884	\$185,762	\$44,200	\$141,562
33	MADISON	\$27,044	22%	\$32,859	\$181	359	\$64,815	\$12,206	\$52,609
34	MOREHOUSE	\$25,779	37%	\$35,280	\$194	451	\$87,423	\$18,545	\$68,878
35	NATCHITOCHES	\$29,748	23%	\$36,603	\$201	442	\$88,810	\$21,669	\$67,142
36	ORLEANS	\$37,824	26%	\$47,716	\$262	9,977	\$2,615,849	\$693,235	\$1,922,614
37	OUACHITA	\$31,997	26%	\$40,307	\$221	1,072	\$237,411	\$51,456	\$185,955
38	PLAQUEMINES	\$30,994	26%	\$39,173	\$215	493	\$106,003	\$21,636	\$84,367
39	POINTE COUPEE	\$27,569	22%	\$33,609	\$185	285	\$52,629	\$10,274	\$42,355
40	RAPIDES	\$29,596	25%	\$36,873	\$203	1,272	\$257,606	\$58,527	\$199,079
41	RED RIVER	\$25,438	24%	\$31,481	\$173	0	\$0	\$0	\$0
42	RICHLAND	\$26,862	24%	\$33,286	\$183	406	\$74,279	\$14,641	\$59,637
43	SABINE	\$26,786	26%	\$33,783	\$186	483	\$89,655	\$42,504	\$47,151
44	ST. BERNARD	\$29,878	29%	\$38,409	\$211	1,512	\$318,986	\$54,565	\$264,420
45	ST. CHARLES	\$35,162	26%	\$44,458	\$244	1,143	\$279,204	\$76,295	\$202,909
46	ST. HELENA	\$28,241	25%	\$35,186	\$193	322	\$62,156	\$16,075	\$46,081
47	ST. JAMES	\$32,337	25%	\$40,491	\$222	405	\$90,104	\$13,365	\$76,739
48	ST. JOHN	\$31,025	26%	\$39,154	\$215	718	\$154,465	\$34,823	\$119,642
49	ST. LANDRY	\$27,079	25%	\$33,852	\$186	1,440	\$267,837	\$50,400	\$217,437
50	ST. MARTIN	\$29,758	25%	\$37,322	\$205	492	\$100,892	\$33,407	\$67,485
51	ST. MARY	\$31,274	27%	\$39,615	\$218	830	\$180,662	\$45,094	\$135,568
52	ST. TAMMANY	\$32,752	29%	\$42,179	\$232	2,777	\$643,575	\$138,850	\$504,725
53	TANGIPAHOA	\$31,675	23%	\$39,098	\$215	1,459	\$313,428	\$104,202	\$209,226
54	TENSAS	\$24,946	24%	\$30,839	\$169	212	\$35,837	\$7,625	\$28,213
55	TERREBONNE	\$31,517	29%	\$40,750	\$224	1,181	\$264,314	\$61,386	\$202,928
56	UNION	\$25,221	27%	\$32,039	\$176	623	\$109,672	\$24,920	\$84,752
57	VERMILION	\$29,037	27%	\$36,838	\$202	178	\$36,028	\$6,942	\$29,086
58	VERNON	\$31,089	24%	\$38,442	\$211	1,042	\$220,088	\$43,243	\$176,845
59	WASHINGTON	\$27,945	27%	\$35,508	\$195	168	\$32,777	\$20,496	\$12,281
60	WEBSTER	\$31,305	22%	\$38,131	\$210	614	\$128,536	\$22,117	\$106,420
61	WEST BATON ROUGE	\$28,301	24%	\$35,005	\$192	365	\$70,155	\$23,435	\$46,720
62	WEST CARROLL	\$26,641	22%	\$32,551	\$179	318	\$56,795	\$14,366	\$42,429
63	WEST FELICIANA	\$34,259	25%	\$42,926	\$236	365	\$85,971	\$23,415	\$62,555
64	WINN	\$30,768	23%	\$37,794	\$208	283	\$58,663	\$13,498	\$45,165
65	CITY OF MONROE	\$31,236	25%	\$38,915	\$214	318	\$67,994	\$28,620	\$39,374
66	CITY OF BOGALUSA	\$27,864	30%	\$36,324	\$200	274	\$54,586	\$13,675	\$40,911
<b>STATE TOTAL</b>		<b>\$31,131</b>	<b>27%</b>	<b>\$39,584</b>	<b>\$217</b>	<b>60,402</b>	<b>\$13,419,793</b>	<b>\$3,571,875</b>	<b>\$9,847,918</b>

<sup>1</sup> Average Salaries = Total Salaries, including PIP, divided by FTE based on 30 Hrs/Wk & 175 Days/Yr.

All Classroom Teachers (Object = 112 and Function = 1000-Series, PEP97-98 End-of-Year Report (30-Jun-98)

Benefits: Total Benefits/ Total Teacher Salaries, 1997-98 AFR. - Object code : 200 to 239, 112 & function series 1000.

Source: Data Reported by Local School Systems, PEP97-98 End-of-Year Report (30-Jun-98)

**TABLE 11**  
***Additional Cost* For Teachers on Sabbatical Leave: FY 1997-98**

Lea	District	Rest and Recuperation	Professional & Cultural	Total Sabbatical
1	ACADIA	\$178,614.81	\$23,815.31	\$202,430.12
2	ALLEN	\$82,948.45	\$0.00	\$82,948.45
3	ASCENSION	\$502,430.85	\$113,452.13	\$615,882.98
4	ASSUMPTION	\$48,749.10	\$24,374.55	\$73,123.65
5	AVOYELLES	\$203,017.00	\$0.00	\$203,017.00
6	BEAUREGARD	\$235,643.63	\$14,727.73	\$250,371.36
7	BIENVILLE	\$56,585.11	\$0.00	\$56,585.11
8	BOSSIER	\$386,964.19	\$177,358.59	\$564,322.77
9	CADDO	\$365,915.30	\$435,613.45	\$801,528.76
10	CALCASIEU	\$1,179,213.46	\$477,656.08	\$1,656,869.54
11	CALDWELL	\$101,569.19	\$38,088.45	\$139,657.63
12	CAMERON	\$45,563.24	\$30,375.49	\$75,938.73
13	CATAHOULA	\$107,459.54	\$23,879.90	\$131,339.44
14	CLAIBORNE	\$37,026.35	\$0.00	\$37,026.35
15	CONCORDIA	\$56,426.75	\$0.00	\$56,426.75
16	DESOTO	\$61,314.01	\$30,657.00	\$91,971.01
17	EAST BATON ROUGE	\$2,618,300.26	\$355,747.32	\$2,974,047.58
18	EAST CARROLL	\$0.00	\$27,235.40	\$27,235.40
19	EAST FELICIANA	\$23,896.14	\$0.00	\$23,896.14
20	EVANGELINE	\$147,051.25	\$36,762.81	\$183,814.06
21	FRANKLIN	\$254,663.82	\$107,226.87	\$361,890.69
22	GRANT	\$138,240.14	\$0.00	\$138,240.14
23	IBERIA	\$83,726.63	\$27,908.88	\$111,635.51
24	IBERVILLE	\$159,596.38	\$0.00	\$159,596.38
25	JACKSON	\$0.00	\$20,588.33	\$20,588.33
26	JEFFERSON	\$2,766,295.92	\$189,001.58	\$2,955,297.50
27	JEFFERSON DAVIS	\$128,680.83	\$42,893.61	\$171,574.44
28	LAFAYETTE	\$749,777.87	\$129,769.25	\$879,547.12
29	LAFOURCHE	\$28,678.24	\$21,508.68	\$50,186.91
30	LASALLE	\$26,547.89	\$132,739.46	\$159,287.36
31	LINCOLN	\$30,504.58	\$289,793.48	\$320,298.06
32	LIVINGSTON	\$990,936.00	\$189,443.65	\$1,180,379.65
33	MADISON	\$0.00	\$12,880.39	\$12,880.39
34	MOREHOUSE	\$68,351.68	\$54,681.34	\$123,033.02
35	NATCHITOCHE	\$206,272.23	\$68,757.41	\$275,029.64
36	ORLEANS	\$1,853,565.53	\$115,847.85	\$1,969,413.37
37	OUACHITA	\$1,075,908.98	\$321,166.86	\$1,397,075.85
38	PLAQUEMINES	\$247,881.97	\$87,487.75	\$335,369.73
39	POINTE COUPEE	\$162,284.75	\$13,523.73	\$175,808.48
40	RAPIDES	\$722,104.60	\$180,526.15	\$902,630.75
41	RED RIVER	\$0.00	\$0.00	\$0.00
42	RICHLAND	\$141,980.82	\$141,980.82	\$283,961.63
43	SABINE	\$76,206.01	\$25,402.00	\$101,608.01
44	ST. BERNARD	\$270,630.80	\$413,905.93	\$684,536.72
45	ST. CHARLES	\$615,390.46	\$123,078.09	\$738,468.55
46	ST. HELENA	\$37,764.44	\$0.00	\$37,764.44
47	ST. JAMES	\$62,782.52	\$31,391.26	\$94,173.78
48	ST. JOHN	\$319,390.22	\$15,209.06	\$334,599.28
49	ST. LANDRY	\$166,891.45	\$131,129.00	\$298,020.45
50	ST. MARTIN	\$98,326.65	\$24,581.66	\$122,908.31
51	ST. MARY	\$373,036.56	\$129,128.04	\$502,164.59
52	ST. TAMMANY	\$1,962,298.44	\$402,110.34	\$2,364,408.77
53	TANGIPAHOA	\$695,331.10	\$177,241.26	\$872,572.36
54	TENSAS	\$0.00	\$12,138.76	\$12,138.76
55	TERREBONNE	\$238,638.83	\$134,234.34	\$372,873.17
56	UNION	\$49,518.15	\$0.00	\$49,518.15
57	VERMILION	\$462,198.10	\$0.00	\$462,198.10
58	VERNON	\$514,276.15	\$60,503.08	\$574,779.23
59	WASHINGTON	\$343,308.30	\$0.00	\$343,308.30
60	WEBSTER	\$235,454.48	\$58,863.62	\$294,318.10
61	WEST BATON ROUGE	\$41,588.01	\$0.00	\$41,588.01
62	WEST CARROLL	\$23,451.41	\$0.00	\$23,451.41
63	WEST FELICIANA	\$32,006.34	\$128,025.36	\$160,031.70
64	WINN	\$157,814.54	\$28,693.55	\$186,508.09
65	CITY OF MONROE	\$430,145.62	\$291,884.52	\$722,030.14
66	CITY OF BOGALUSA	\$149,733.69	\$0.00	\$149,733.69
	<b>STATE TOTAL</b>	<b>\$23,630,870</b>	<b>\$6,144,990</b>	<b>\$29,775,860</b>

Source: Data Reported by Local School Systems, PEP97-98 End-of-Year Report (30-Jun-98)

**TABLE 12**  
**DOLLARS PAID TO TEACHERS ON SABBATICAL LEAVE: FY 1997-98**

					Rest and Recuperation					Professional & Cultural				
Lea	District	Average Teacher's Salary <sup>1</sup>	Related Benefits <sup>2</sup>	Average Teacher Salary and Benefits	Classroom Teachers Taking Sabbatical-FTE	Daily Rate Deducted From Teacher Salary	(Salary + Benefits): Classroom Teachers	Amount Docked from Teacher's (Salary)	Additional Cost Teacher Portion: Amount Earned While on Leave	Classroom Teachers Taking Sabbatical	(Salary + Benefits): Classroom Teachers	Amount Docked from Teacher's (Salary)	Additional Cost Teacher Portion: Amount Earned While on Leave	
		(a)	(b)	(C)=(a)+(b)*	(d)	(f)	(e)=(c)*(d)	(f)=(d)*(f)*182	(g)=(e)-(f)	(h)	(i)=(c)*(h)	(j)=(h)*(f)*182	(k)=(i)-(j)	
1	ACADIA	\$25,744	26%	\$32,460	8	47.50	\$243,452.31	\$64,837.50	\$178,614.81	1	\$32,460.31	\$8,645.00	\$23,815.31	
2	ALLEN	\$26,417	24%	\$32,800	4	50.00	\$114,798.45	\$31,850.00	\$82,948.45	0	\$0.00	\$0.00	\$0.00	
3	ASCENSION	\$31,182	32%	\$41,195	16	48.24	\$638,515.89	\$136,085.04	\$502,430.85	4	\$144,181.01	\$30,728.88	\$113,452.13	
4	ASSUMPTION	\$28,027	26%	\$35,295	2	60.00	\$70,589.10	\$21,840.00	\$48,749.10	1	\$35,294.55	\$10,920.00	\$24,374.55	
5	AVOYELLES	\$28,678	25%	\$35,714	9	65.00	\$303,572.00	\$100,555.00	\$203,017.00	0	\$0.00	\$0.00	\$0.00	
6	BEAUREGARD	\$30,734	22%	\$37,645	8	45.00	\$301,163.63	\$65,520.00	\$235,643.63	1	\$18,822.73	\$4,095.00	\$14,727.73	
7	BIENVILLE	\$29,287	28%	\$37,393	2	50.00	\$74,785.11	\$18,200.00	\$56,585.11	0	\$0.00	\$0.00	\$0.00	
8	BOSSIER	\$30,105	34%	\$40,437	12	45.00	\$485,244.19	\$98,280.00	\$386,964.19	6	\$222,403.59	\$45,045.00	\$177,358.59	
9	CADDO	\$33,583	31%	\$43,949	11	50.00	\$461,465.30	\$95,550.00	\$365,915.30	13	\$549,363.45	\$113,750.00	\$435,613.45	
10	CALCASIEU	\$30,619	26%	\$38,590	40	48.00	\$1,524,285.46	\$345,072.00	\$1,179,213.46	16	\$617,432.08	\$139,776.00	\$477,656.08	
11	CALDWELL	\$27,016	24%	\$33,582	4	45.00	\$134,329.19	\$32,760.00	\$101,569.19	2	\$50,373.45	\$12,285.00	\$38,088.45	
12	CAMERON	\$32,346	24%	\$40,203	2	54.00	\$60,305.24	\$14,742.00	\$45,563.24	1	\$40,203.49	\$9,828.00	\$30,375.49	
13	CATAHOULA	\$25,231	24%	\$31,187	5	40.15	\$140,342.39	\$32,882.85	\$107,459.54	1	\$31,187.20	\$7,307.30	\$23,879.90	
14	CLAIBORNE	\$25,958	24%	\$32,146	2	41.00	\$48,219.35	\$11,193.00	\$37,026.35	0	\$0.00	\$0.00	\$0.00	
15	CONCORDIA	\$28,722	29%	\$36,949	2	48.00	\$73,898.75	\$17,472.00	\$56,426.75	0	\$0.00	\$0.00	\$0.00	
16	DESOTO	\$29,375	32%	\$38,847	2	45.00	\$77,694.01	\$16,380.00	\$61,314.01	1	\$38,847.00	\$8,190.00	\$30,657.00	
17	EAST BATON ROUGE	\$30,585	29%	\$39,380	92	60.00	\$3,622,940.26	\$1,004,640.00	\$2,618,300.26	13	\$492,247.32	\$136,500.00	\$355,747.32	
18	EAST CARROLL	\$26,758	29%	\$34,515	0	40.00	\$0.00	\$0.00	\$0.00	1	\$34,515.40	\$7,280.00	\$27,235.40	
19	EAST FELICIANA	\$26,772	23%	\$32,996	1	50.00	\$32,996.14	\$9,100.00	\$23,896.14	0	\$0.00	\$0.00	\$0.00	
20	EVANGELINE	\$25,559	31%	\$33,427	6	49.00	\$200,559.25	\$53,508.00	\$147,051.25	2	\$50,139.81	\$13,377.00	\$36,762.81	
21	FRANKLIN	\$27,065	23%	\$33,368	10	36.05	\$316,994.27	\$62,330.45	\$254,663.82	4	\$133,471.27	\$26,244.40	\$107,226.87	
22	GRANT	\$26,685	24%	\$33,050	6	55.00	\$198,300.14	\$60,060.00	\$138,240.14	0	\$0.00	\$0.00	\$0.00	
23	IBERIA	\$31,138	25%	\$38,829	3	60.00	\$116,486.63	\$32,760.00	\$83,726.63	1	\$38,828.88	\$10,920.00	\$27,908.88	
24	IBERVILLE	\$32,707	27%	\$41,394	6	68.00	\$227,664.38	\$68,068.00	\$159,596.38	0	\$0.00	\$0.00	\$0.00	
25	JACKSON	\$23,674	20%	\$28,414	0	43.00	\$0.00	\$0.00	\$0.00	1	\$28,414.33	\$7,826.00	\$20,588.33	
26	JEFFERSON	\$32,766	30%	\$42,745	81	46.05	\$3,440,974.47	\$674,678.55	\$2,766,295.92	6	\$235,097.63	\$46,096.05	\$189,001.58	
27	JEFFERSON DAVIS	\$28,104	29%	\$36,331	5	42.50	\$163,488.33	\$34,807.50	\$128,680.83	2	\$54,496.11	\$11,602.50	\$42,893.61	
28	LAFAYETTE	\$31,231	27%	\$39,758	26	60.00	\$1,033,697.87	\$283,920.00	\$749,777.87	5	\$178,909.25	\$49,140.00	\$129,769.25	
29	LAFOURCHE	\$30,891	23%	\$37,999	2	130.00	\$75,998.24	\$47,320.00	\$28,678.24	2	\$56,998.68	\$35,490.00	\$21,508.68	
30	LASALLE	\$26,457	25%	\$33,109	1	36.05	\$33,108.99	\$6,561.10	\$26,547.89	5	\$165,544.96	\$32,805.50	\$132,739.46	
31	LINCOLN	\$28,836	34%	\$38,695	1	45.00	\$38,694.58	\$8,190.00	\$30,504.58	10	\$367,598.48	\$77,805.00	\$289,793.48	
32	LIVINGSTON	\$31,137	23%	\$38,245	34	50.00	\$1,300,336.00	\$309,400.00	\$990,936.00	7	\$248,593.65	\$59,150.00	\$189,443.65	
33	MADISON	\$27,044	22%	\$32,859	0	39.00	\$0.00	\$0.00	\$0.00	1	\$16,429.39	\$3,549.00	\$12,880.39	
34	MOREHOUSE	\$25,779	37%	\$35,280	3	43.62	\$88,198.78	\$19,847.10	\$68,351.68	2	\$70,559.02	\$15,877.68	\$54,681.34	
35	NATCHITOCHES	\$29,748	23%	\$36,603	8	50.0	\$274,522.23	\$68,250.00	\$206,272.23	3	\$91,507.41	\$22,750.00	\$68,757.41	
36	ORLEANS	\$37,824	26%	\$47,716	48	50.00	\$2,290,365.53	\$436,800.00	\$1,853,565.53	3	\$143,147.85	\$27,300.00	\$115,847.85	
37	OUACHITA	\$31,997	26%	\$40,307	34	45.00	\$1,350,273.98	\$274,365.00	\$1,075,908.98	10	\$403,066.86	\$81,900.00	\$321,166.86	
38	PLAQUEMINES	\$30,994	26%	\$39,173	9	55.00	\$332,966.97	\$85,085.00	\$247,881.97	3	\$117,517.75	\$30,030.00	\$87,487.75	
39	POINTE COUPEE	\$27,569	22%	\$33,609	6	36.05	\$201,651.35	\$39,366.60	\$162,284.75	1	\$16,804.28	\$3,280.55	\$13,523.73	
40	RAPIDES	\$29,596	25%	\$36,873	26	50.00	\$958,704.60	\$236,600.00	\$722,104.60	7	\$239,676.15	\$59,150.00	\$180,526.15	
41	RED RIVER	\$25,438	24%	\$31,481	0	50.00	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00	
42	RICHLAND	\$26,862	24%	\$33,286	6	41.05	\$183,071.87	\$41,091.05	\$141,980.82	6	\$183,071.87	\$41,091.05	\$141,980.82	
43	SABINE	\$26,786	26%	\$33,783	3	46.05	\$101,349.31	\$25,143.30	\$76,206.01	1	\$33,783.10	\$8,381.10	\$25,402.00	
44	ST. BERNARD	\$29,878	29%	\$38,409	9	36.10	\$326,477.50	\$55,846.70	\$270,630.80	13	\$499,318.53	\$85,412.60	\$413,905.93	
45	ST. CHARLES	\$35,162	26%	\$44,458	20	75.21	\$889,154.86	\$273,764.40	\$615,390.46	4	\$177,830.97	\$54,752.88	\$123,078.09	
46	ST. HELENA	\$28,241	25%	\$35,186	2	55.00	\$52,779.44	\$15,015.00	\$37,764.44	0	\$0.00	\$0.00	\$0.00	
47	ST. JAMES	\$32,337	25%	\$40,491	2	50.00	\$80,982.52	\$18,200.00	\$62,782.52	1	\$40,491.26	\$9,100.00	\$31,391.26	
48	ST. JOHN	\$31,025	26%	\$39,154	11	48.00	\$411,118.22	\$91,728.00	\$319,390.22	1	\$19,577.06	\$4,368.00	\$15,209.06	
49	ST. LANDRY	\$27,079	25%	\$33,852	7	55.00	\$236,961.45	\$70,070.00	\$166,891.45	6	\$186,184.00	\$55,055.00	\$131,129.00	
50	ST. MARTIN	\$29,758	25%	\$37,322	4	70.00	\$149,286.65	\$50,960.00	\$98,326.65	1	\$37,321.66	\$12,740.00	\$24,581.66	
51	ST. MARY	\$31,274	27%	\$39,615	13	60.00	\$514,996.56	\$141,960.00	\$373,036.56	5	\$178,268.04	\$49,140.00	\$129,128.04	
52	ST. TAMMANY	\$32,752	29%	\$42,179	61	55.00	\$2,572,908.44	\$610,610.00	\$1,962,298.44	13	\$527,235.34	\$125,125.00	\$402,110.34	
53	TANGIPAHOA	\$31,675	23%	\$39,098	26	65.00	\$996,996.10	\$301,665.00	\$695,331.10	7	\$254,136.26	\$76,895.00	\$177,241.26	
54	TENSAS	\$24,946	24%	\$30,839	0	36.05	\$0.00	\$0.00	\$0.00	1	\$15,419.31	\$3,280.55	\$12,138.76	
55	TERREBONNE	\$31,517	29%	\$40,750	8	60.00	\$325,998.83	\$87,360.00	\$238,638.83	5	\$183,374.34	\$49,140.00	\$134,234.34	
56	UNION	\$25,221	27%	\$32,039	2	40.00	\$64,078.15	\$14,560.00	\$49,518.15	0	\$0.00	\$0.00	\$0.00	
57	VERMILION	\$29,037	27%	\$36,838	18	57.29	\$644,666.75	\$182,468.65	\$462,198.10	0	\$0.00	\$0.00	\$0.00	
58	VERNON	\$31,089	24%	\$38,442	17	45.00	\$653,506.15	\$139,230.00	\$514,276.15	2	\$76,883.08	\$16,380.00	\$60,503.08	
59	WASHINGTON	\$27,945	27%	\$35,508	13	50.00	\$461,608.30	\$118,300.00	\$343,308.30	0	\$0.00	\$0.00	\$0.00	
60	WEBSTER	\$31,305	22%	\$38,131	8	47.80	\$305,051.28	\$69,596.80	\$235,454.48	2	\$76,262.82	\$17,399.20	\$58,863.62	
61	WEST BATON ROUGE	\$28,301	24%	\$35,005	2	40.00	\$52,508.01	\$10,920.00	\$41,588.01	0	\$0.00	\$0.00	\$0.00	
62	WEST CARROLL	\$26,641	22%	\$32,551	1	50.00	\$32,551.41	\$9,100.00	\$23,451.41	0	\$0.00	\$0.00	\$0.00	
63	WEST FELICIANA	\$34,259	25%	\$42,926	1	60.00	\$42,926.34	\$10,920.00	\$32,006.34	4	\$171,705.36	\$43,680.00	\$128,025.36	
64	WINN	\$30,768	23%	\$37,794	6	50.00	\$207,864.54	\$50,050.00	\$157,814.54	1	\$37,793.55	\$9,100.00	\$28,693.55	
65	CITY OF MONROE	\$31,236	25%	\$38,915	14	45.00	\$544,805.62	\$114,660.00	\$430,145.62	10	\$369,689.52	\$77,805.00	\$291,884.52	
66	CITY OF BOGALUSA	\$27,864	30%	\$36,324	6	50.00	\$199,783.69	\$50,050.00	\$149,733.69	0	\$0.00	\$0.00	\$0.00	
STATE TOTAL		\$31,131	27%	\$39,584	784		\$1,103,015.31	\$7,472,145.59	\$23,630,869.72	206	\$8,032,479.40	\$1,887,489.24	\$6,144,990.16	

<sup>1</sup> Average Salaries = Total Salaries, including PIP, divided by FTE based on 30 Hrs/Wk & 175 Days/Yr. All Classroom Teachers (Object = 112 and Function = 1000-Series, PEP97-98 End-of-Year Report (30-Jun-98))

<sup>2</sup> Benefits: Total Benefits/ Total Salaries. 1997-98 AFR. - Object code : 200 to 239, 100 to 119 & function series 1000.

NOTE: FTE Calculation = number of teachers taking 1/2 year Sabbatical divided by 2 to annualize the number of teachers taking sabbatical.

NOTE: Average teacher salary may be revised.

Source: Data Reported by Local School Systems, PEP97-98 End-of-Year Report (30-Jun-98)



**TABLE 13**  
**DOLLARS PAID TO OTHER PERSONNEL ON EXTENDED SICK LEAVE (GAYLE PAY): FY 1997-98**

Lea	District	Average Other Personnel Salary <sup>1</sup>	Related Benefits <sup>2</sup>	Average Other Personnel Salary and Benefits	Average Daily Rate	Number of days Extended Sick Leave Taken	(Salary + Benefits): Other Personnel Taking Extended Sick Leave (Gayle Pay)	Amount Paid to Substitutes Replacing Other Personnel on Extended Sick Leave (Salary)	Other Personnel Portion (Salary + Benefit): Amount Earned While on Leave
		(a)	(b)	(C)=(a)+(b)	(d)=(C)/182	(e)	(f)=(d)*(e)	(g)	(h)=(f)-(g)
1	ACADIA	\$31,273	24%	\$38,790	\$213	15	\$3,090.41	\$0.00	\$3,090.41
2	ALLEN	\$23,210	49%	\$34,688	\$191	0	\$0.00	\$0.00	\$0.00
3	ASCENSION	\$31,377	28%	\$40,099	\$220	222	\$48,911.44	\$0.00	\$48,911.44
4	ASSUMPTION	\$29,495	24%	\$36,698	\$202	114	\$22,986.76	\$5,700.00	\$17,286.76
5	AVOYELLES	\$25,364	28%	\$32,560	\$179	32	\$5,724.86	\$0.00	\$5,724.86
6	BEAUREGARD	\$26,713	26%	\$33,525	\$184	33	\$6,078.79	\$1,782.00	\$4,296.79
7	BIENVILLE	\$24,054	41%	\$33,910	\$186	62	\$11,458.50	\$1,228.50	\$10,230.00
8	BOSSIER	\$28,197	33%	\$37,415	\$206	39	\$7,914.65	\$1,732.50	\$6,182.15
9	CADDO	\$33,315	24%	\$41,364	\$227	672	\$152,729.42	\$32,015.28	\$120,714.14
10	CALCASIEU	\$30,221	26%	\$38,065	\$209	465	\$97,253.80	\$19,065.00	\$78,188.80
11	CALDWELL	\$23,729	30%	\$30,773	\$169	0	\$0.00	\$0.00	\$0.00
12	CAMERON	\$29,352	26%	\$37,004	\$203	155	\$31,412.45	\$4,803.50	\$26,608.95
13	CATAHOULA	\$22,978	29%	\$29,612	\$163	25	\$4,067.63	\$1,001.70	\$3,065.93
14	CLAIBORNE	\$23,596	26%	\$29,824	\$164	0	\$0.00	\$0.00	\$0.00
15	CONCORDIA	\$26,897	28%	\$34,532	\$190	25	\$4,743.34	\$1,000.00	\$3,743.34
16	DESOTO	\$25,767	28%	\$33,053	\$182	139	\$25,152.76	\$4,110.00	\$21,042.76
17	EAST BATON ROUGE	\$26,562	28%	\$34,024	\$187	1,886	\$352,656.17	\$123,851.21	\$228,804.96
18	EAST CARROLL	\$29,989	24%	\$37,245	\$205	0	\$0.00	\$0.00	\$0.00
19	EAST FELICIANA	\$23,716	25%	\$29,618	\$163	0	\$0.00	\$0.00	\$0.00
20	EVANGELINE	\$22,842	20%	\$27,369	\$150	39	\$5,864.88	\$0.00	\$5,864.88
21	FRANKLIN	\$24,995	28%	\$32,076	\$176	0	\$0.00	\$0.00	\$0.00
22	GRANT	\$22,380	28%	\$28,554	\$157	11	\$1,647.34	\$383.25	\$1,264.09
23	IBERIA	\$29,516	20%	\$35,494	\$195	856	\$166,940.87	\$76,849.00	\$90,091.87
24	IBERVILLE	\$29,517	31%	\$38,607	\$212	0	\$0.00	\$0.00	\$0.00
25	JACKSON	\$21,578	27%	\$27,370	\$150	0	\$0.00	\$0.00	\$0.00
26	JEFFERSON	\$31,981	25%	\$39,891	\$219	0	\$0.00	\$0.00	\$0.00
27	JEFFERSON DAVIS	\$28,436	23%	\$34,868	\$192	132	\$25,288.68	\$3,626.24	\$21,662.44
28	LAFAYETTE	\$33,311	25%	\$41,588	\$229	168	\$38,388.59	\$1,540.00	\$36,848.59
29	LAFOURCHE	\$31,209	23%	\$38,272	\$210	0	\$0.00	\$0.00	\$0.00
30	LASALLE	\$23,582	25%	\$29,464	\$162	0	\$0.00	\$0.00	\$0.00
31	LINCOLN	\$26,087	31%	\$34,078	\$187	160	\$29,864.82	\$720.00	\$29,144.82
32	LIVINGSTON	\$29,455	22%	\$36,030	\$198	182	\$36,030.08	\$11,830.00	\$24,200.08
33	MADISON	\$29,712	20%	\$35,746	\$196	51	\$9,918.60	\$949.59	\$8,969.01
34	MOREHOUSE	\$25,904	31%	\$33,949	\$187	0	\$0.00	\$0.00	\$0.00
35	NATCHITOCHES	\$25,009	22%	\$30,629	\$168	212	\$35,593.12	\$7,806.47	\$27,786.66
36	ORLEANS	\$40,350	25%	\$50,511	\$278	357	\$99,065.15	\$0.00	\$99,065.15
37	OUACHITA	\$30,859	20%	\$36,937	\$203	806	\$163,477.23	\$53,698.50	\$109,778.73
38	PLAQUEMINES	\$27,168	23%	\$33,373	\$183	134	\$24,479.68	\$5,607.00	\$18,872.68
39	POINTE COUPEE	\$23,165	21%	\$27,983	\$154	414	\$63,652.70	\$0.00	\$63,652.70
40	RAPIDES	\$26,854	25%	\$33,635	\$185	534	\$98,686.50	\$24,853.76	\$73,832.74
41	RED RIVER	\$21,850	29%	\$28,094	\$154	45	\$6,946.39	\$1,350.00	\$5,596.39
42	RICHLAND	\$22,480	24%	\$27,796	\$153	178	\$27,139.64	\$6,008.04	\$21,131.60
43	SABINE	\$22,840	25%	\$28,601	\$157	20	\$3,142.96	\$526.96	\$2,616.00
44	ST. BERNARD	\$31,651	27%	\$40,045	\$220	243	\$53,357.01	\$7,820.73	\$45,536.28
45	ST. CHARLES	\$33,172	45%	\$48,239	\$265	0	\$0.00	\$0.00	\$0.00
46	ST. HELENA	\$22,928	18%	\$27,100	\$149	67	\$9,976.36	\$2,524.34	\$7,452.02
47	ST. JAMES	\$32,547	23%	\$40,073	\$220	169	\$37,100.53	\$5,292.00	\$31,808.53
48	ST. JOHN	\$31,067	33%	\$41,239	\$227	14	\$3,172.25	\$0.00	\$3,172.25
49	ST. LANDRY	\$27,615	22%	\$33,817	\$186	235	\$43,665.21	\$8,784.30	\$34,880.91
50	ST. MARTIN	\$29,285	26%	\$37,015	\$203	2	\$457.61	\$0.00	\$457.61
51	ST. MARY	\$36,394	25%	\$45,335	\$249	39	\$9,744.48	\$1,511.60	\$8,232.88
52	ST. TAMMANY	\$30,703	25%	\$38,429	\$211	859	\$181,375.99	\$46,135.00	\$135,240.99
53	TANGIPAHOA	\$24,623	20%	\$29,533	\$162	121	\$19,634.80	\$7,463.28	\$12,171.52
54	TENSAS	\$27,260	19%	\$32,547	\$179	0	\$0.00	\$0.00	\$0.00
55	TERREBONNE	\$29,912	29%	\$38,474	\$211	38	\$7,927.42	\$3,300.00	\$4,627.42
56	UNION	\$21,735	21%	\$26,223	\$144	470	\$67,718.72	\$13,937.20	\$53,781.52
57	VERMILION	\$27,564	30%	\$35,814	\$197	90	\$17,710.12	\$3,573.90	\$14,136.22
58	VERNON	\$31,983	18%	\$37,850	\$208	112	\$23,292.39	\$4,856.32	\$18,436.07
59	WASHINGTON	\$22,522	27%	\$28,493	\$157	96	\$15,029.43	\$11,520.00	\$3,509.43
60	WEBSTER	\$28,140	22%	\$34,259	\$188	114	\$21,458.91	\$4,326.30	\$17,132.61
61	WEST BATON ROUGE	\$30,151	20%	\$36,302	\$199	31	\$6,159.37	\$1,023.33	\$5,136.05
62	WEST CARROLL	\$23,223	25%	\$29,132	\$160	107	\$17,127.22	\$3,638.00	\$13,489.22
63	WEST FELICIANA	\$38,649	28%	\$49,562	\$272	0	\$0.00	\$0.00	\$0.00
64	WINN	\$27,381	24%	\$33,903	\$186	86	\$16,020.20	\$2,150.53	\$13,869.67
65	CITY OF MONROE	\$32,772	22%	\$40,069	\$220	0	\$0.00	\$0.00	\$0.00
66	CITY OF BOGALUSA	\$32,435	26%	\$40,906	\$225	132	\$29,668.29	\$4,592.28	\$25,076.01
	<b>STATE TOTAL</b>	<b>\$29,691</b>	<b>26%</b>	<b>\$37,334</b>	<b>\$205</b>	<b>11,201</b>	<b>2,190,904.49</b>	<b>\$24,487.59</b>	<b>1,666,416.90</b>

<sup>1</sup> Average Salary \* Sum Code Groupings: See related Object/Function Code combinations as defined in "Summary of Reported Personnel & District Salaries".

Calculations: Total Salaries (including PIP, where applicable) for each selected grouping is divided by the sum of FTE for all full-time and part-time employees in the related grouping.

<sup>2</sup> Benefits: Total Benefits/ Total Salaries: 1997-98 AFR (Unaudited AFR data). - Object code : 200, 100 to 119 & function series 2100 to 2400

Source: Data Reported by Local School Systems, PEP97-98 End-of-Year Report (30-Jun-98)

NOTE: ANNUAL FINANCIAL REPORT (AFR) IS UNAUDITED

TABLE 14

## ADDITIONAL COST FOR OTHER PERSONNEL ON SABBATICAL LEAVE: FY 1997-98

		Rest and Recuperation					Professional & Cultural					
	Average Salary Per FTE <sup>1</sup>	Employee Benefits <sup>2</sup>	Average Salary Plus Employee Benefits	Average Rate Docked From Salary	Other Personnel Taking Sabbatical- FTE	(Salary + Benefits): Other Personnel	Total Amount Docked from Other Personnel's Salary	Additional Cost Other Personnel Portion: Amount Earned While on Leave	Other Personnel Taking Sabbatical- FTE	(Salary + Benefits): Other Personnel	Total Amount Docked from Other Personnel's Salary	Additional Cost Other Personnel Portion: Amount Earned While on Leave
	A	B	C=(A*B)+A	D	E	F=E*C	G=E*D*182	H=F-G	I	J=I*C	K=I*D*182	L=J-K
<b>Instructional</b>												
Supervising Instructors	\$43,964	26%	\$55,282	\$51	7	\$386,975	\$64,834	\$322,141	1	\$55,282	\$9,262	\$46,020
Therapists/Specialist/Counselors	\$32,552	26%	\$40,932	\$51	16	\$634,449	\$143,561	\$490,888	10	\$409,322	\$92,620	\$316,702
Total Instructional					23	\$1,021,424	\$208,395	\$813,029	11	\$464,604	\$101,882	\$362,722
<b>Instructional Support</b>												
Supervisors	\$50,411	26%	\$63,389	\$51	11	\$665,583	\$97,251	\$568,332	3	\$190,166	\$27,786	\$162,380
Librarians/Media-based Teachers/Staff Instructors	\$35,091	26%	\$44,125	\$51	10	\$419,186	\$87,989	\$331,197	3.5	\$154,437	\$32,417	\$122,020
Therapists	\$38,681	26%	\$48,639	\$51	3	\$121,598	\$23,155	\$98,443	0	\$0	\$0	\$0
Total Instructional Support					23	\$1,206,366	\$208,395	\$997,971	6.5	\$344,603	\$60,203	\$284,400
<b>Support Services</b>												
Superintendents	\$75,868	26%	\$95,399	\$275	1	\$47,700	\$25,025	\$22,675	0	\$0	\$0	\$0
Assistant/Associate/Deputy Superintendents	\$65,671	26%	\$82,577	\$162	4	\$330,309	\$117,936	\$212,373	0	\$0	\$0	\$0
School Principals	\$51,851	26%	\$65,200	\$149	34	\$2,184,184	\$908,453	\$1,275,731	3	\$195,599	\$81,354	\$114,245
School Assistant Principals	\$44,676	26%	\$56,177	\$163	20	\$1,123,548	\$593,320	\$530,228	1.5	\$84,266	\$44,499	\$39,767
Other School Administrators	\$41,179	26%	\$51,780	\$147	2	\$77,670	\$40,131	\$37,539	0	\$0	\$0	\$0
Non-Classroom Teachers		26%		\$93	3	\$0	\$50,778		1	\$0	\$16,926	
Total Support Services					63	\$3,763,411	\$1,735,643	\$2,078,546	5.5	\$279,865	\$142,779	\$154,012
<b>TOTAL OTHER PERSONNEL</b>												
					108	\$5,991,201	\$2,152,432	\$3,889,547	23	\$1,089,072	\$304,864	\$801,134

<sup>1</sup> Average Salary = Sum Code Groupings: See related Object/Function Code combinations as defined in "Summary of Reported Personnel & District Salaries".

Calculations: Total Salaries (including PIP, where applicable) for each selected grouping is divided by the sum of FTE for all full-time and part-time employees in the related grouping.

<sup>2</sup> Benefits: Total Benefits/ Total Salaries. 1997-98AFR (Non audited data). - Object code : 200, 100 to 119 & function series 2100 to 2400

NOTE: FTE Calculation = number of teachers taking 1/2 year Sabbatical divided by 2 to annualize the number of teachers taking sabbatical.

Source: Data Reported by Local School Systems, PEP97-98 End-of-Year Report (30-Jun-98)

NOTE: Daily Rate used to reduce other personnel's salary on sabbatical For Instructional and Instructional Support is the same daily rate used to reduce teachers' salary while on sabbatical and for Support Services daily rate is the rate paid to substitutes.

The Average daily rate is calculated for Instructional and Instructional support by summing all the rates and the dividing by 66. For Support Services the Rate was calculated by simply adding state average rate for 1 year and 1/2 year and then dividing by 2.

# **APPENDIX C**

## **TITLE 17**

**§425. Payment of accrued sick leave upon retirement or death**

Notwithstanding any other provision of the law to the contrary, beginning July 1, 1973, any parish or city school board, the State Board of Elementary and Secondary Education, or other boards of control of publicly supported educational institutions upon the retirement of any employee of such boards or upon his death prior to retirement, shall pay to such employee or to his heirs or assigns all sick leave which has

accrued to such employee but which remains unused at the time of his retirement or at the time of his death if prior to retirement, not to exceed twenty-five days of unused sick leave. Such pay shall be at the rate of pay received by the employee or teacher at the time of retirement or death prior to retirement. However, a city or parish school board may pay such unused sick leave beyond twenty-five days on a uniform basis not to exceed forty-five days at its discretion. Any payment of such unused sick leave beyond twenty-five days shall be based on affordability and the availability of funds. No unused sick leave beyond twenty-five days paid for under the provisions of this Section shall be used in the calculation of retirement benefits and no state funds shall be used for the payment of such sick leave.

*Acts 1991, No. 560, §1, eff. Dec. 1, 1990.*

**§500. Sick leave for school bus operators; minimum pay for substitute**

A. The term "school bus operator", as used in this section, shall mean any individual who operates a school bus transporting children under the supervision of the public school system of the state of Louisiana.

B. All school bus operators employed by the parish and the city school boards of this state shall be entitled to and shall be allowed a minimum of ten days absence per school year because of personal illness or because of other emergencies, without loss of pay. Such sick leave when not used in any year shall be accumulated to the credit of the school bus operator without limitation. Provided that when a school bus operator is absent for six or more consecutive days because of personal illness, he shall be required to present a certificate from a physician certifying such illness; provided, further, that the parish and city school boards are authorized to adopt such rules and regulations as are necessary relative to the use of such sick leave, either current or accumulated, for emergencies. The parish and city school boards may grant additional sick leave, without loss of pay, or with such reduction of pay as they may establish and fix.

Upon the retirement of any school bus operator, or upon his death prior to retirement, his employer shall pay to such school bus operator, or to his heirs or assigns, sick leave which has accrued to such school bus operator, but which remains unused at the time of his retirement or at the time of his death if prior to retirement, not to exceed twenty-five days of such unused sick leave. Such pay shall be at the rate of pay received by the school bus operator at the time of retirement or death prior to retirement; provided that any parish or city school board may pay such unused sick leave beyond twenty-five days at its discretion.

C.(1) Each substitute school bus operator, substituting for a regular school bus operator who is on sick or emergency leave, shall be paid by the employing school board a daily sum for each day's actual operation of the bus, which shall be not less than sixty-five percent of the daily rate of pay being paid the regular bus operator, to be computed by dividing the annual pay of the regular operator by the number of school days in the regularly scheduled session, exclusive of any compensation or mileage allowance for use of a privately owned bus.

(2)(a) The provisions of this Subsection for the compensation of a substitute school bus operator are applicable and may be used only when the regular operator is on leave and is expected to return to his route.

(b)(i) Whenever a vacancy occurs on a route due to death, resignation, retirement, or the expiration of the regular operator's approved leave or a new route is established, the route shall be filled with a regular school bus operator as provided in R.S. 17:493.1 no later than the following school year unless the route is consolidated or eliminated.

(ii) A substitute bus operator may only be used as a temporary measure until a permanent operator can be appointed to a route. A substitute operator may not drive a route for a period that exceeds the end of the school year during which the operator began driving the route. The vacant route shall be filled in accordance with R.S. 17:493.1.

(c) If an operator is on approved leave, his route shall not be considered a vacant route. A substitute shall be used to drive a route for an operator on approved leave regardless of the length of time of the approved leave.

*Acts 1954, No. 146, §§1, 2; Acts 1958, No. 398, §1; Acts 1960, No. 255, §2; Acts 1970, No. 646, §1; Acts 1984, No. 129, §1; Acts 1985, No. 369, §1; Acts 1990, No. 1077, §1; Acts 1993, No. 826, §1, eff. June 22, 1993; Acts 1995, No. 948, §1.*

**§500.1. School bus operators; sick leave**

Any school bus operator as defined in R.S. 17:500 who is injured or incapacitated in his official capacity as a result of physical assault and battery by any student or person, shall receive sick leave without reduction in pay while incapacitated as a result of such injury; provided, however, that when a school bus operator is absent for six or more consecutive days as a result of such injury or incapacitation, he shall be required to present a certificate from a physician certifying such injury or incapacitation. The sick leave authorized by this section shall be in addition to all other sick leave authorized by R.S. 17:500, provided that additional sick leave for incapacity as a result of physical assault and battery shall not be accumulated from year to year, nor shall such additional sick leave be compensated for at death or retirement, or compensated for in any other manner except as authorized in this section.

*Added by Acts 1976, No. 501, §1.*

#### **§500.2. School bus operators; salary while on leave; deductions**

No city or parish school board shall deduct any amount whatsoever from the salary of a school bus operator when such operator is on approved leave unless a substitute school bus operator was employed and actually served during such school bus operator's leave, and only such amount may be deducted as was actually paid to the substitute. Any school bus operator from whose salary such deduction is made shall be entitled, upon request, to be furnished with the name and address of the substitute. Nothing contained in this Section shall be so construed as to authorize or permit any deduction from the pay of a school bus operator because of the employment or assignment of a substitute school bus operator during the minimum leave of absence period, without loss of pay, provided for, established, and fixed in R.S. 17:500.

*Added by Acts 1981, No. 829, §1, eff. Aug. 2, 1981.*

## PART X. LEAVES OF ABSENCE

### SUBPART A. SABBATICAL LEAVES

#### §1170. Definitions

As used in this Subpart, the words "teacher" or "teaching staff" shall include any person employed by a city or parish school board in the state of Louisiana who holds a valid teaching certificate issued by the state Department of Education and any social worker or school psychologist employed by a local school board in the state who holds a valid professional ancillary certificate in school social work or school psychology issued by the state Department of Education.

*Acts 1990, No. 643, §1.*

#### §1171. Eligibility for sabbatical leaves

A. Members of the teaching staff of public schools in all parishes and municipalities of the state of Louisiana shall be eligible for sabbatical leaves, for the purpose of professional or cultural improvement, or for the purpose of rest and recuperation, for the two semesters immediately following any twelve or more consecutive semesters of active service in the parish where the teacher is employed, or for the one semester immediately following any six or more consecutive semesters of service.

B. Active service accumulated toward sabbatical leave as provided in Subsection A hereof shall not be deemed to be interrupted by any of the following:

(1) Absence on sick leave under Subpart B of this Part.

(2) Absence on maternity leave as provided under Subpart C of this Part, provided that such leave shall be for the period of disability occasioned by pregnancy or childbirth as determined by a certificate from the employee's attending physician.

(3) Absence on involuntary military service in the armed forces of the United States.

(4) Absence on military leave under the provisions of R.S. 17:1215.

C. Notwithstanding any other provision of this Section to the contrary, any city or parish school board, at the time it grants a leave of absence without pay under the provisions of R.S. 17:1186, may declare that all or certain of such leaves shall not be deemed to interrupt the accumulation of active service toward sabbatical leave.

*Amended by Acts 1965, No. 106, §1; Acts 1978, No. 385, §1; Acts 1981, No. 295, §1.*

#### §1172. Applications for leave; time for filing; notification of approval or denial

A. Applications for sabbatical leave shall be made on a form to be provided by the superintendent of schools in the parish or city where the teacher is employed. Applications shall be sent to the superintendent by registered mail at least sixty days preceding the beginning of the semester of the school year for which leave is requested, except that, where a teacher has become sick during a semester and requests sabbatical leave for the purpose of recuperating from such sickness, it shall be sufficient if the application is mailed thirty days before the date upon which the requested leave is to commence.

B. The superintendent shall inform the teacher of the approval or denial of such leave at least thirty days preceding the beginning of the semester of the school year for which the leave is requested, except that, where a teacher has become sick during a semester and has requested sabbatical leave for the purpose of recuperating from such illness, the superintendent shall inform the teacher of the approval or denial of such leave as soon as possible after receipt of his request for leave.

*Amended by Acts 1972, No. 438, §1; Acts 1980, No. 232, §1.*

**§1173. Method of selecting and order of preference among applicants**

Whenever in accordance with the provisions of this Sub-part, some of the applications cannot be granted, from among those which would otherwise be granted, those to be granted, except as hereinafter specified, shall be determined in the following manner: preference in every case shall be given to the applicant who has rendered active service in the school system of the parish affected for the greatest number of consecutive semesters immediately preceding the period for which leave is requested, provided that where any two applicants rank equally in point of continuous service, preference in every case shall be given to the applicant who has rendered service in the school system for the greater total number of semesters; provided further, that where any two applicants rank equally both in point of continuous service and in point of total service, preference in every case shall be given to the applicant whose date of birth is earlier. Applicants whose applications are filed in the first thirty days of the semester shall be given a preference over those who seek sabbatical leave under the special provision relating to sickness during a school semester. Whenever, in accordance with the method of selection outlined herein, the quota established for leave for the purpose of rest and recuperation has been filled, all remaining applications shall be rejected and shall be disregarded in any further selection of applicants for that semester. Those whose applications are rejected have the right to reapply in any future semester.

**§1174. Notification of grant or rejection of application**

Every applicant shall be notified by the Superintendent in writing within sixty days after the final day for the filing of the application whether the application has been granted or rejected; where the application is for rest and recuperation from sickness the superintendent shall notify the applicant within thirty days from the date of the filing of the application whether the application has been granted or rejected. If the application has been rejected, the reasons for such rejection shall be specified.

**§1175. Information required in application; statements from physicians**

No person whose application for sabbatical leave has been granted shall be denied such leave. Every application shall specify:

- (1) the period for which leave is requested;
- (2) whether leave is requested for the purpose of professional or cultural improvement, or for the purpose of rest and recuperation;
- (3) the precise manner, in so far as possible, in which such leave, if granted, will be spent;
- (4) the semesters spent in active service in the parish school system from which leave is requested; and
- (5) the date of birth of applicant.

The application shall contain a statement, over the signature of the applicant, that he agrees to comply with the provisions of this Subpart.

Every application for sabbatical leave for the purpose of rest and recuperation shall be accompanied by statements from two physicians certifying that the health of the applicant is such that the granting of such leave would be proper and justifiable.

**§1176. Grounds for rejection of application**

Any applicant who, at the expiration of the semester in which he applies, is ineligible for the sabbatical leave requested or who has not complied with the provisions of R.S. 17:1172 through 17:1174, shall have his or her application rejected, but all other applicants shall have their applications granted, provided that all leaves requested in such applications could be taken without violating the following provision: At no time during the school year shall the number of persons on sabbatical leave exceed five per centum of the total number of teachers employed in a given parish; in cases of sick leave this limit of five per centum may be exceeded.



**§1177. Manner in which leave may be spent**

A. Every person on sabbatical leave for the purpose of rest and recuperation shall spend such leave in a manner calculated to attain that purpose.

B.(1) Every person on sabbatical leave for the purpose of professional or cultural improvement during each semester of leave shall pursue a program of study earning at least twelve undergraduate credit hours, nine graduate credit hours, or be certified a full-time student at an institution of higher learning accredited by the board of education of the state or territory in which the institution is located.

(2) Upon the written affidavit of any person to the superintendent of the city or parish school system where such person is employed stating that he is unable to obtain sufficient graduate or undergraduate coursework to meet the requirements of Subsection B, the superintendent may waive the requirements of Subsection B to the extent that the person may pursue a program of study earning at least ten undergraduate credit hours or six graduate credit hours. If less than fifteen weeks is so spent, the number of weeks less than fifteen not so spent shall be spent pursuing a program of independent study, research, authorship, or investigation which involves an approximately equivalent amount of work and which is approved by the employing school board; or engaging in travel which is so planned as to be of definite educational value and which is approved by the employing school board.

(3) Each person granted sabbatical leave, as a condition of the leave, shall be prohibited from being employed during his leave by any public or private elementary or secondary school in Louisiana or in any other state.

*Amended by Acts 1977, No. 715, §1. Acts 1984, No. 835, §1, eff. July 13, 1984; Acts 1988, No. 824, §1, eff. July 18, 1988.*

**§1178. Reports on manner of spending leave**

Every person on sabbatical leave shall transmit to the superintendent within thirty days after the beginning of each semester of leave a written report of approximately one hundred words, of the manner in which such leave will be spent, and within thirty days after the end of such leave, a written report of approximately two hundred and fifty words, of the manner in which such leave has been spent. In case such person has elected to spend any semester in accordance with provisions of R.S. 17:1177(1), the initial report shall indicate the institution being attended and the number of credit hours being taken, and the final report shall be accompanied by official evidence that the number of credit hours required has been taken at the institution specified.

**§1179. Termination of leave**

Any person who fails to comply with the provisions of R.S. 17:1177 and 17:1178 may have his leave terminated by the superintendent at any time, except where non-compliance is due to conditions which would have constituted sufficient grounds for failing to perform his duties had he been in active service.

**§1180. Sabbatical leave not to preclude salary increase**

No person on sabbatical leave shall be denied the regular increment of increase in salary because of absence on sabbatical leave.

**§1181. Service on sabbatical leave as active service for retirement purposes**

Service on sabbatical leave shall count as active service for the purpose of retirement and contributions to the retirement fund shall be continued.

**§1182. Return to same position**

Every person on sabbatical leave shall be returned at the beginning of the semester immediately following such leave to the same position at the same school from which such leave was taken, unless otherwise agreed to by him.

**§1183. Rights of person on leave**

Every person on sabbatical leave shall enjoy all the rights and privileges pertaining to his position and employment which he would have enjoyed had he not taken his leave but remained in active service in the schools in which he is employed.

**§1184. Compensation while on leave**

Each person granted sabbatical leave shall receive and be paid compensation at the rate of fifty percent of the minimum salary allowed a beginning teacher holding a bachelor's degree in that parish or city school system; provided, however, that any person granted sabbatical leave shall have the option of electing to be paid the difference between the salary he would have received during such leave if in active service in the position from which such leave is taken and the compensation which a day-by-day substitute would receive if assigned to that position on a day-by-day basis. The daily rate paid by the board for initial or minimum periods of substitution shall be the base upon which the option provided for in this section may be elected and shall be computed and paid, and the salary of the person substituting for the person granted leave shall not be considered in computing the option.

Any school board may pay such additional compensation to teachers on sabbatical leave as it may establish and fix.

*Amended by Acts 1952, No. 186, §1; Acts 1960, No. 585, §1; Acts 1970, No. 388, §1.*

**§1185. Payment of compensation to persons on leave**

Compensation payable to persons on sabbatical leave shall be paid at the times at which salaries of the other members of the teaching staff are paid, and in the same manner.

**§1186. Leave without pay; preservation of tenure rights**

A. Parish and city school boards throughout the state may grant leaves of absence, without pay, for periods not exceeding one year, to any regularly employed teacher or other employee, who requests such leave in writing, whenever in the discretion of the board such leave is in the best interests of the public school system. The granting of such leaves shall not affect any tenure rights which the applicant may have acquired prior thereto.

B. Parish and city school boards shall grant a leave of absence, without pay, to any regularly employed teacher or other employee who is a president of a statewide professional education organization with a membership of more than ten thousand members, during his or her term of office, not to exceed two years. The granting of such leave shall not affect any tenure rights which may have been previously acquired.

*Added by Acts 1954, No. 647, §1; Acts 1987, No. 163, §1.*

**§1187. Persons granted sabbatical leave; return to service**

A. Each person granted sabbatical leave shall sign an agreement or contract with his employing school board stipulating that, as a condition of his sabbatical leave and in order to be eligible for compensation during such leave, he will return to service for one semester for each semester of leave following the expiration of his leave in the school system granting the leave.

B. Should a person taking sabbatical leave fail to return to service in the school system granting leave for one semester for each semester of leave following the expiration of such leave for any reason other than incapacitating illness as certified by two physicians, that person shall forfeit all compensation received during the leave period. Provided however, any school board may waive the provisions of this Section in accordance with prepublished criteria if it deems to be in the best interest of the school system to do so. No such waiver shall favor or discriminate against any employee or applicant because of his job description, age, race, or sex.

C. Notwithstanding any provision of Subsection B herein, no person who, upon the expiration of his sabbatical leave, immediately begins employment with a state-operated educational agency, city or parish

school board, department, school, college, or university instead of returning to the school system which granted him such leave, shall be required to forfeit that portion of compensation paid to him by the state while he was on such leave. However, such person shall be required to reimburse the school system which granted him such leave any salary paid to him by such school system while he was on leave, except as provided in Subsection B herein.

*Added by Acts 1977, No. 715, §2. Acts 1983, No. 230, §1; Acts 1986, No. 811, §1.*

## SUBPART B. SICK LEAVE

### §1200. Definitions

A. As used in this Subpart, except in R.S. 17:1201, the words "teacher" or "teaching staff" shall include any member of the teaching staff of a public school in the state of Louisiana and any social worker or school psychologist employed by a local school board in the state who holds a valid professional ancillary certificate in school social work or school psychology issued by the state Department of Education.

B. As used in R.S. 17:1201, the words "teacher" or "teaching staff" shall include any person employed by a city or parish school board in the state of Louisiana who holds a valid teaching certificate issued by the state Department of Education and any social worker or school psychologist employed by a local school board in the state who holds a valid professional ancillary certificate in school social work or school psychology issued by the state Department of Education.

*Acts 1990, No. 643, §1.*

### §1201. Amount of sick leave; reimbursement; injury on the job

A.(1) Every member of the teaching staff employed by any parish or city school board of this state shall be entitled to and shall be allowed a minimum of ten days absence per school year because of personal illness or because of other emergencies, without loss of pay. Any portion of such sick leave not used in any year shall be accumulated to the credit of the member of the teaching staff without limitation. However, upon initial employment a member of the teaching staff employed by a school board shall not be allowed any sick leave in a school year unless and until he reports for duty and actually performs work for the board during that school year at which time the ten days otherwise provided for in this Paragraph shall accrue.

(a) Any parish or city school board may reimburse a member of the teaching staff for any unused sick leave accumulated prior to the current year up to ten days during any school year upon the request by a member of the teaching staff. At the time of such request, the parish or city school board shall inform the member of the teaching staff making the request of the prohibition as provided in Subparagraph (c) of this Paragraph.

(b) A parish or city school board electing to reimburse a member of the teaching staff as provided in Subparagraph (a) of this Paragraph shall establish a rate of pay for this reimbursement which shall be not more than seventy-five dollars per day.

(c) Any unused sick leave reimbursed to a member of the teaching staff as provided in this Paragraph shall not be used in the calculation of any employee benefit otherwise applicable including retirement or severance pay.

(d) Any teacher reimbursed pursuant to the provisions of this Paragraph shall be eligible for payment for extended sick leave only for such number of days absent for which extended sick leave is granted which exceeds the number of days for which the teacher has been reimbursed under the provisions of this Paragraph.

(2) When a member of the teaching staff is absent for six or more consecutive days because of personal illness, he shall be required to present a certificate from a physician certifying such illness. Each parish and city school board may adopt such rules and regulations as are necessary relative to the use of such sick leave, either current or accumulated, for emergencies. The parish and city school boards may grant additional sick leave, without loss of pay, or with such reduction of pay as they may establish and fix.

(3) All sick leave accumulated by each member of the teaching staff pursuant to the provisions of this Subsection shall be vested in the member of the teaching staff by whom such leave has been accumulated. In the event of the transfer of such member of the teaching staff from one city or parish public school system to another in this state, or upon the return of such member of the teaching staff to the same school system within five years or such longer period of time as may be approved by the governing authority of the school system to which the member of the teaching staff returned, regardless of the dates on which the leave was accumulated or the date of the transfer or return of the member of the teaching staff, such vested leave shall be transferred or returned to or continued by the school system to which he transfers or returns and shall be retained to the credit of such member of the teaching staff. When any member of the teaching staff uses accrued sick leave which has been transferred from one public school system to another, the sick leave used shall be assessed against the most recent sick leave earned and accrued and successively from sick leave accrued last to sick leave accrued first.

(4) All actual costs incurred by any city or parish school board as a result of the use by any member of the teaching staff of any accumulated leave transferred, returned, or continued as provided in Paragraph (3) of this Subsection shall be paid by the employing city or parish school board.

B. Upon the retirement of any public school member of the teaching staff, or upon his death prior to retirement, his employer shall pay to such member of the teaching staff or to his heirs or assigns, sick leave which has accrued to such member of the teaching staff but which remains unused at the time of his retirement or at the time of his death if prior to retirement, not to exceed twenty-five days of such unused sick leave. Such pay shall be at the rate of pay received by the member of the teaching staff at the time of retirement or death prior to retirement; provided that any parish or city school board may pay such unused sick leave beyond twenty-five days at its discretion.

C.(1)(a) Any member of the teaching staff of the public schools who is injured or disabled while acting in his official capacity as a result of assault or battery by any student or person shall receive sick leave without reduction in pay and without reduction in accrued sick leave days while disabled as a result of such assault or battery. However, such member of the teaching staff shall be required to present a certificate from a physician certifying such injury and disability.

(b) Any member of the teaching staff of the public schools who, while acting in his official capacity, is injured or disabled as a result of physical contact with a student while providing physical assistance to a student to prevent danger or risk of injury to the student shall receive sick leave for a period up to ninety days without reduction in pay and without reduction in accrued sick leave days while injured or disabled as a result of rendering such assistance. Such member of the teaching staff shall be required to present a certificate from a physician certifying such injury or disability. Nothing in this Subsection shall prohibit a city or parish school board from extending this period beyond ninety days.

(2) The sick leave authorized by this Subsection shall be in addition to all other sick leave authorized in this Section, provided that additional sick leave earned during the period of disability as a result of such assault and battery shall not be accumulated from year to year, nor shall such additional sick leave be compensated for at death or retirement or compensated for in any other manner except as authorized in this Subsection.

D.(1) Any member of the teaching staff in the public schools who is injured or disabled while acting in his official capacity shall be entitled to weekly wage benefits under the worker's compensation law of the state of Louisiana and/or to sick leave benefits under Subpart B of Part X of this Chapter, at his option, but in no event shall such benefits exceed the total amount of the regular salary the member of the teaching staff was receiving at the time the injury or disability occurred.

(2) In any case in which a member of the teaching staff supplements worker's compensation with accumulated or extended sick leave, the amount of sick leave used shall be calculated on an hourly basis.

*Acts 1990, No. 643, §1; Acts 1991, No. 360, §1, eff. July 6, 1991; Acts 1995, No. 663, §1; Acts 1995, No. 1089, §1.*

**§1202. Deduction from absent teacher's salary; limitations as to amount.**

Parish and city school boards are prohibited from deducting any amount whatsoever from a teacher's salary, in case of absence, unless a substitute teacher was employed and actually served, during such teacher's absence, and only such amount may be deducted as was actually paid to the substitute teacher. Any teacher who suffers deduction from salary, under the provisions of this Section, shall be entitled, upon request, to be furnished with the name and address of the substitute teacher. Nothing contained in this Section shall be so construed as to authorize or permit any deduction from the pay of a teacher because of the employment or assignment of a substitute teacher during the minimum leave of absence period, without loss of pay, provided for, established and fixed in R.S. 17:1201.

*Acts 1987, No. 656, §1.*

**§1203. Pay deduction for tardiness**

No teacher employed in the public schools shall suffer any loss or deduction of pay for tardiness, unless such tardiness has caused loss of time from official class duties, on more than two occasions and for a period of one hour or more, during any one school year. In all cases where deduction of pay may be made as herein provided, the amount of pay deducted shall be based on one day's pay proportioned to the period of tardiness.

To definitely fix and establish the extent of time tardy, a teacher, upon request of his superior or principal, shall sign a slip stating the time of her arrival and reporting for duty; and if not requested so to do, he may voluntarily sign such slip and present it to the principal or superior.

**§1204. Penalty for violations**

Whoever violates the provisions of this Sub-part shall be fined not less than twenty-five dollars nor more than one hundred dollars or imprisoned for not less than five days nor more than thirty days, or both.

**§1205. "Employee" defined**

The term "employee" as used in R.S. 17:1206-17:1207 shall be construed to be any person in the employ of any parish or city school board of the state of Louisiana who is not a teacher or whose employment does not require the holding of a teacher's certificate or who is not employed as a bus driver.

*Added by Acts 1958, No. 408, §1.*

**§1206. Ten days sick leave for employees; cumulation of unused sick leave**

A. All such employees, as defined in R.S. 17:1205, shall be entitled to and shall be allowed a minimum of ten days leave of absence as sick leave or in case of other emergencies, per school year, without loss of pay. Any portion of such sick leave not used in any year shall be accumulated to the credit of the employee without limitation. When such employee is absent for six or more consecutive days because of personal illness, he shall be required to present a certificate from a physician certifying such illness. Each parish and city school board may adopt such rules and regulations as are necessary relative to the use of such sick leave, either current or accumulated, for emergencies. The parish and city school boards may grant additional sick leave, without loss of pay, or with such reduction of pay as they may establish and fix.

B.(1) All sick leave accumulated by such employees pursuant to the provisions of this Subsection shall be vested in the employee by whom such leave has been accumulated. In the event of the transfer of such employee from one city or parish public school system to another in this state or upon the return of such employee to the same school system within five years or such longer period of time as may be approved by the governing authority of the school system to which the employee returned, regardless of the dates on which the leave was accumulated or the date of the transfer or return of the employee, such vested leave shall be transferred or returned to or continued by the school system to which he transfers or returns and shall be retained to the credit of such employee. When any such employee uses accrued sick leave which has been transferred from one public school system to another, the sick leave used shall be assessed against the most recent sick leave earned and accrued and successively from sick leave accrued last to sick leave accrued first.

(2) All actual costs incurred by any city or parish school board as a result of the use by any such employee of any accumulated leave transferred, returned, or continued as provided in Paragraph (1) of this Subsection shall be paid by the employing city or parish school board.

*Added by Acts 1958, No. 408, §2. Amended by Acts 1960, No. 255, §4; Acts 1992, No. 509, §1; Acts 1995, No. 663, §1.*

#### **§1206.1. School employees; sick leave**

A.(1) Any employee of the parish or city school boards of this state, as the word "employee" is defined in R.S. 17:1205, who is injured or disabled while acting in his official capacity as a result of assault or battery by any student or person, shall receive sick leave without reduction in pay and without reduction in accrued sick leave days while injured or disabled as a result of such assault or battery; however, when such employee is absent for six or more consecutive days as a result of such injury or disability, he shall be required to present a certificate from a physician certifying such injury or disability.

(2) The sick leave authorized by this Section shall be in addition to all other sick leave authorized by R.S. 17:1206, provided that additional sick leave for injury or disability as a result of assault or battery shall not be accumulated from year to year, nor shall such additional sick leave be compensated for at death or retirement, or compensated for in any other manner except as authorized in this Section.

B. Any employee of the parish or city school boards of this state, as the word "employee" is defined in R.S. 17:1205, who is injured or disabled while acting in his official capacity as a result of physical contact with a student while providing physical assistance to a student to prevent danger or risk of injury to the student, shall receive sick leave for a period up to ninety days without reduction in pay and without reduction in accrued sick leave days while injured or disabled as a result of rendering such assistance. Such employee shall be required to present a certificate from a physician certifying such injury or disability. Nothing in this Section shall prohibit a city or parish school board from extending this period beyond ninety days.

*Acts 1991, No. 360, §1, eff. July 6, 1991.*

#### **§1207. Minimum pay for substitute school employees**

Each substitute employee substituting for a regular employee who is on sick leave may be paid by the employing school board a daily sum for each day's actual work performed which shall not be more than sixty-five percent of the daily rate of pay for the beginning level of the salary schedule for that job classification for which he is substituting.

*Added by Acts 1958, No. 408, §3. Acts 1984, No. 153, §1.*

# **APPENDIX D**

SR 24

**ENROLLED**

Regular Session, 1998

SENATE RESOLUTION NO. 24

BY SENATOR GREENE

**A RESOLUTION**

To urge and request the state Department of Education to collect, study and analyze data from the local school systems on Gayle pay and sabbatical leave and to report the findings to the Senate Committee on Education by March 1, 1999.

WHEREAS, extended sick leave, also known as "Gayle pay", and sabbatical leave for the purpose of rest and recuperation for certain school personnel have been required by law for many years; and

WHEREAS, the collection of data with regard to these mandates is essential in the review of provisions of law for continued necessity and usefulness.

THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana hereby urges and requests the state Department of Education to collect, study and analyze certain data on Gayle pay and sabbatical leave for school personnel.

BE IT FURTHER RESOLVED that such data shall include, but shall not be limited to, for the school years 1995-1996, 1996-1997, and 1997-1998, the total amount of salaries and benefits paid to teachers and other school personnel on Gayle pay or sabbatical leave for the purpose of rest and recuperation or for the purpose of professional or cultural improvement, the total amount of salaries and benefits paid to substitute teachers and temporary employees replacing employees on Gayle pay or sabbatical leave, and the total number of days any such leave was taken by an employee within a local school system.



BE IT FURTHER RESOLVED that the Senate of the Legislature of Louisiana requests the state Department of Education to conduct the study in cooperation with the legislative fiscal office and the legislative auditor.

BE IT FURTHER RESOLVED that the Senate of the Legislature of Louisiana requests the state Department of Education to provide a written report on its findings and recommendations no later than March 1, 1999.

BE IT FURTHER RESOLVED that the Senate of the Legislature of Louisiana requests the State Board of Elementary and Secondary Education to consider the revision of Bulletin 1929, the Louisiana Accounting and Uniform Governmental Handbook, to include categories under "object codes" for data on Gayle pay and sabbatical leave as part of the Annual Financial and Statistical Report.

BE IT FURTHER RESOLVED that a copy of this Resolution shall be transmitted to the State Board of Elementary and Secondary Education, to the state superintendent of education, to the legislative auditor and to the legislative fiscal office.

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PRESIDENT OF THE SENATE

# **APPENDIX E**

## **SURVEY**

## SECTION 1A: Extended Sick Leave (Gayle Pay) For FY 1997-98

ID:   
Lea:   
District:

### 1) Total number of employees taking extended sick leave (Gayle Pay).

a) Number of Teachers  
defined as Object code 112 and  
function code 1000 series

b) Number of Other  
School Personnel  
defined as those not falling in  
category a

*NOTE: Listing of Other School Personnel by  
PEP categories is required in Section 1B*

### 2) Total number of extended sick leave (Gayle Pay) DAYS taken.

a) Teachers  
defined as Object code 112 and  
function code 1000 series

b) Other School Personnel  
defined as those not falling in  
category a

*NOTE: Listing of Other School Personnel by  
PEP categories is required in Section 1B*

### 3) Average daily rate paid to substitutes/replacements for:

a) Teachers  
defined as Object code 112 and  
function code 1000 series

b) Other School Personnel

*Note: If Other School Personnel were  
replaced, enter the average daily rate  
paid to substitutes in SECTION 1B on  
the next page.*

**NOTE: If data is entered in QUESTION 1b above then complete SECTION 1B; otherwise proceed to SECTION 2.**

# SECTION 1B: Extended Sick Leave (Gayle Pay) For FY 1997-98

## (Other Personnel)

ID:

Lea:

District:

*Classifications as reported in PEP:*

**Number of People  
Taking Leave**

**Number of  
Days Taken**

**Average Daily Rate Paid to  
Substitutes/Replacements**

**Instructional:**

**Supervising Instructors**

**Therapists/Specialists/Counselors**

**Instructional Support:**

**Supervisors - Instructional Support**

**Librarians/Media-based  
Teachers/Staff Instructors**

**Therapists**

**Support Services:**

**Superintendents**

**Assistant/Associate/Deputy  
Superintendents**

**School Principals**

**School Assistant Principals**

**Other School Administrators**

**Non-Classroom Teachers**

**Other**

**Bus Drivers**

**TOTAL OTHER EMPLOYEES**

## SECTION 2A: Sabbatical Leave For FY 1997-98

ID:   
Lea:   
District:

### 1) Total number of employees taking Professional/Cultural Development Sabbatical.

#### a) Teachers

*defined as Object code 112 and  
function code 1000 series*

1/2 Year

Full Year

#### b) Other School Personnel

*NOTE: Listing of Other School Personnel by PEP  
categories is required in Section 2B*

1/2 Year

Full Year

### 2) Total number of employees taking Rest and Recuperation Sabbatical.

#### a) Teachers

*defined as Object code 112 and  
function code 1000 series*

1/2 Year

Full Year

#### b) Other School Personnel

*NOTE: Listing of Other School Personnel by  
PEP categories is required in Section 2C*

1/2 Year

Full Year

### 3) Average daily rate paid to substitutes/replacements for:

#### a) Teachers

*defined as Object code 112 and  
function code 1000 series*

#### b) Other School Personnel

*Note: If Other School Personnel were  
replaced, enter the average daily rate  
paid to substitutes in Section 2B and 2C  
on the next two pages.*

**NOTE: If data is entered in QUESTION 1b or QUESTION 2b above then complete SECTION 2B and 2C;  
otherwise proceed to SECTION 3.**

# SECTION 2B: Professional and Cultural Development Sabbatical FY 1997-98 (Other Personnel)

ID:

Lea:

District:

## Total Other Personnel Classifications as reported in PEP:

	Number of People Taking Leave		Average Daily Rate Paid to Substitutes/Replacements	
	1/2 Year	Full Year	1/2 Year	Full Year
<b>Instructional:</b>				
Supervising Instructors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Therapists/Specialists/Counselors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>Instructional Support:</b>				
Supervisors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Librarians/Media-based Teachers/Staff Instructors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Therapists:	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>Support Services:</b>				
Superintendents	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Assistant/Associate/Deputy Superintendents	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
School Principals	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
School Assistant Principals	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Other School Administrators	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Non-Classroom Teachers	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Other	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>TOTAL OTHER EMPLOYEES</b>	<input type="text" value="0"/>	<input type="text" value="0"/>		

# SECTION 2C: Rest and Recuperation Sabbatical FY 1997-98

## (Other Personnel)

ID:

Lea:

District:

### Total Other Personnel

*Classifications as reported in PEP:*

	Number of People Taking Leave		Average Daily Rate Paid to Substitutes/Replacements	
	1/2 Year	Full Year	1/2 Year	Full Year
<b>Instructional:</b>				
Supervising Instructors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Therapists/Specialists/Counselors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>Instructional Support:</b>				
Supervisors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Librarians/Media-based Teachers/Staff Instructors	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Therapists	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>Support Services:</b>				
Superintendents	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Assistant/Associat/Deputy Superintendents	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
School Principals	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
School Assistant Principals	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Other School Administrators	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Non-Classroom Teachers	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Other	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<b>TOTAL OTHER EMPLOYEES</b>	<input type="text" value="0"/>	<input type="text" value="0"/>		

### Section 3: Comments and Scenarios

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ID:

LEA:

District:

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In this section, report unusual uses of Gayle Pay and Sabbatical Leave. Do not provide names but rather information based on real case scenarios. When providing your examples, include the following items: (A) Employees recorded as earning Gayle Pay for FY 1997-98 who began receiving Gayle Pay prior to FY 1997-98, the length of time the leave has continued and the reason for the extended leave. Report this by employee. (B) Employees who did not return from Sabbatical Leave and were required to pay penalties - include the administrative procedures used to collect payment and the type of cost associated with the collection process. Do not limit your comments to the above categories but rather provide any information you think we may find beneficial.